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WORKMEN'S COMPENSATION LEGISLATION IN RELATION TO VOCATIONAL REHABILITATION

AN ANALYSIS OF CERTAIN PROVISIONS OF WORKMEN'S COMPENSATION LAWS SHOWING THEIR RELATION TO THE ADMINISTRATION OF VOCATIONAL REHABILITATION OF DISABLED PERSONS

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FOREWORD

The manuscript for this bulletin which gives an analysis of certain provisions of State workman's compensation legislation in relation to the administration of vocational rehabilitation of disabled civilians was prepared under the direction of John Aubel Kratz, chief of vocational rehabilitation, by Frank J. Clayton, Federal agent specializing in compensation and labor problems on the rehabilitation staff of the Federal Board for Vocational Education.

Recent developments in compensation legislation that materially affect the administration of vocational rehabilitation in the States make it advisable that rehabilitation officials be kept informed not only as to the character of the changes that are being made in these laws but also as to the effect these changes may have on the rehabilitation program.

In this bulletin no attempt is made to analyze the compensation laws of the several States in all their provisions, nor to treat them in a technical way for the consideration of administrators of compensation legislation. However, although the bulletin is addressed primarily to State rehabilitation officials, compensation officials who are interested in the vocational rehabilitation of disabled persons who come under the provisions of the compensation laws will find much therein that is suggestive of a more effective relationship between two great programs of such vital concern to the physically disabled worker.

J. C. Wright, *Director.*

WORKMEN'S COMPENSATION LEGISLATION IN RELATION TO VOCATIONAL REHABILITATION

An Analysis of Certain Provisions of Workmen's Compensation Laws Showing their Relation to the Administration of Vocational Rehabilitation of Disabled Persons

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INTRODUCTION

The purpose of this bulletin is to bring to the attention of State rehabilitation officials those provisions of workmen's compensation laws that have an important bearing upon State programs of vocational rehabilitation. No attempt has been made to make a complete analysis of the compensation acts. Only those sections with which all rehabilitation workers should be familiar are treated.

A large proportion of the cases handled by a State rehabilitation department are reported to the department by the State compensation commission in accordance with an agreement to cooperate entered into by the two agencies. Such agreement of cooperation is provided for in the national vocational rehabilitation act. Naturally cases reported by the compensation commissions come under the provisions of the compensation acts. It is thought, therefore, that if rehabilitation officials become more thoroughly familiar with those sections of the laws that have a direct relation to rehabilitation, they will be enabled to advise more effectively the disabled persons who come to them for assistance, both as to compensation benefits that might be due them and as to rehabilitation service that might be rendered.

In recent years compensation legislation has been strengthened in a number of the States. In addition, in some instances features have been added that have a bearing on rehabilitation, serving to make that program more effective and comprehensive for the industrially disabled group. Prior to the passage of the national vocational rehabilitation act, the compensation acts of California, Massachusetts, North Dakota, Oregon, and Virginia provided for vocational rehabilitation of injured workmen. Apparently it was realized at that time, at least in theory, that industry's responsibility to the injured employee does not cease with the payment of compensa-

tion, and that therefore an effort should be made to restore the vocationally disabled worker to earning power. Thus the liberalization of compensation laws is, at least in part, an effort to render every possible aid to the injured worker in his effort to become reestablished in industry.

It is a well-established fact that in the States that have liberal compensation laws or liberal administration of their laws, and where advantage is taken of this condition, rehabilitation officials accomplish a higher percentage of successful rehabilitations than can be obtained in States where the legislation is less favorable. Consequently rehabilitation workers should and do have an interest in assisting in every way they can in the promotion of better compensation legislation. It is just as important, however, for them to work to the end of having disabled workers receive maximum benefits under the compensation acts as they now exist. The establishment and promotion of close cooperative relationship between the compensation commission and the State rehabilitation department is vital to the accomplishment of this objective. It is hoped that material presented later in this bulletin will be found useful to this purpose.

There will be found in Section I a description of cooperative relations now being maintained in four selected States embodying types of working relations. In Section II there are presented the fundamentals of effective cooperation between the rehabilitation and compensation agencies. Section III consists of an analysis of such provisions of the State compensation laws as those providing for medical benefits, artificial appliances, awards for temporary and permanent disabilities, second major injuries, and for rehabilitation. These are all phases of compensation with which rehabilitation workers should be thoroughly familiar if they are to be equipped to provide the most effective service to those who seek their assistance. Section IV provides a summary analysis of compensation laws by States, and Section V consists of a chart of comparison of principal sections of compensation laws having a direct relation to State vocational rehabilitation programs.

Section I

EXISTING RELATIONS BETWEEN REHABILITATION AND COMPENSATION AGENCIES

INTRODUCTORY STATEMENT

Under the terms of the national vocational rehabilitation act, in order to receive allotments of money from the National Government for the promotion of vocational rehabilitation, a State must through legislative enactment provide that a plan of cooperation be formulated between the department or agency charged with the administration of the compensation laws and the State board for vocational education which is responsible for the administration of the rehabilitation program. Owing to various reasons which can not be gone into fully here, cooperative relationships between the compensation and rehabilitation agencies in a number of the States are not as effective as they should be. In some cases this is due to the attitude of the compensation department toward the rehabilitation work or its inability to cooperate effectively, but too often the condition arises out of a lack of complete knowledge on the part of the rehabilitation service of the operation of the administration of the compensation act, of the factors governing good working relations between the two agencies, or out of an indisposition by the rehabilitation service to expect the kind of assistance which should be and could be obtained.

In some of the States, however, very effective cooperation is being maintained. Recently the author of this bulletin made a study of the working relations between the compensation and rehabilitation services of a number of the States and ascertained several factors that make for good cooperation in the promotion of the rehabilitation work.

TYPICAL RELATIONS IN FOUR STATES

New York.

In the State of New York the bureau of workmen's compensation and the bureau of rehabilitation have a working agreement that is practical and effective in operation. These cooperative relations have been brought about by frequent contacts between the agents of the two departments. There is a definite understanding by the compensation bureau as to the types of cases to be considered feasible

and in need of rehabilitation. Consequently only cases that appear to have a vocational handicap and that present a reasonable degree of possibility of successful rehabilitation are reported to the rehabilitation bureau. Form reports are filled out by clerks or examiners of the compensation department, as well as by medical examiners. In addition, cases are referred to the rehabilitation department by the compensation commissioners and referees. The reports submitted are in detail and give a complete history of the cases. They are sent to the office of the rehabilitation bureau as soon as practicable after the case has been considered by the compensation bureau.

District rehabilitation officials attend hearings of the compensation department whenever it is necessary to do so in the interest of disabled persons being considered for rehabilitation or receiving the service. Agents of the rehabilitation service recognize the liberal provisions of the workmen's compensation law in New York, and being familiar with its terms are enabled to provide a most effective service for the disabled.

As is shown in another part of this bulletin, the New York compensation law contains all of the special features of compensation acts that are conducive to a successful rehabilitation program for the industrially disabled. A maximum compensation of $25 per week is paid in temporary total and permanent total disability cases and $20 per week in permanent partial cases, with an extension of time if the disability continues beyond the period of weeks provided in the compensation schedule. A very liberal allowance is made for hand, arm, foot, and leg disabilities, and for total disability for life; and through a special fund for payment of compensation in second major injuries. There is provided also a special fund for purposes of rehabilitation, including maintenance.

Special reference is made to an agreement in the State of New York between the bureau of rehabilitation and the compensation department regarding investigation by the former of all applications for commutation of compensation to lump-sum settlement in the Buffalo district when the amount of the request is $500 or more. A very thorough investigation of the application is made for the purpose principally of determining what effect the granting of a lump sum would have on the rehabilitation of the person making the application.

As soon as arrangements had been made in the Buffalo district for investigation of the applications for lump-sum commutation of compensation in potential rehabilitation cases the district rehabilitation director established contacts with all of the leading banks in the district and explained to their officials the scope and purpose of the rehabilitation law and the reason of the rehabilitation bureau's

interest in seeing that the investments of disabled persons were safeguarded. Contacts were established also with tax assessors and others, resulting in cooperation with the bureau to the end of providing its agents with information regarding assessed valuations, tax rates, and estimates as to property evaluation. Every possible arrangement has been worked out in this district for the purpose of safeguarding the interests of the disabled person.

The objective held foremost always is the desirability of reestablishing the disabled worker in remunerative employment. Consequently, not all applications for lump-sum awards are recommended favorably by the bureau, whose recommendations are always approved by the compensation department. It has been an interesting development of this program that notwithstanding the fact that many applications have been disapproved by the rehabilitation bureau, successful rehabilitations have been effected. Thus, the disabled person's compensation money has been safeguarded and he has been refitted for self-supporting work.

Obviously the character of the compensation law and of its administration determines to a large degree the possibilities of efficient cooperative relations. But even when these are not the best it is possible for both agencies to cooperate decidedly to the advantage of the disabled workers of the State. The responsibility for developing effective cooperation belongs to the officials of the rehabilitation department. How this is brought about is shown in this section through a description of the operation of working relations in selected States. Naturally, for the scope of the present bulletin, conditions in only a few States could be described.

States were selected that represent typical situations. The treatment covers, first, reporting of cases and, second, general relations.

Ohio.

In the State of Ohio the industrial accident commission gives to the vocational rehabilitation department the fullest possible cooperation in the reporting of disabled persons who come under the compensation law. Not all of these cases are reported, however, for a certain degree of judgment is exercised in an attempt at discrimination between those persons who appear to be potential rehabilitation cases and those who are not feasible of rehabilitation or in need of it. The cases are reported by the supervisor of claims, claims examiners, and examining physicians of the industrial commission. All specifically scheduled disabilities, such as those caused by amputation of a member or by loss of sight, are reported once a week to the rehabilitation service after the accident reports filed by employers have been received by the commission. Disabilities the extent of which can not be determined at the time the accident report is made, such as

conditions of ankylosis, back and skull injuries, and other injuries of such nature, are reported after the hearing has been held and the award made. However, all injuries of a serious nature are reported as soon as they come to the attention of the commission. A special form is used for reporting to which is attached a detailed history of the case.

On all potential rehabilitation cases compensation awards are made by the industrial commission with reference to their possible influence on the rehabilitation program. About twice a week the supervisor of rehabilitation confers with representatives of the commission for the purpose of discussing individual cases. At all times he enjoys the freedom of the commission's offices. Frequently he attends hearings, and, through his personal contacts with officials of the compensation department, he has been successful in many cases in having compensation awards extended for the purpose of providing maintenance while the injured person is in training. Often the commission commutes payments of compensation in certain cases in order to provide a sufficient amount for maintenance during the training period, when the rehabilitation supervisor requests such action on the basis of a feasible and reasonable rehabilitation program. In conclusion, it may be said that very cordial and cooperative relationships exist between the rehabilitation and compensation agencies in Ohio and that generally every practicable and reasonable request made by the supervisor of rehabilitation is granted by the commission.

Wisconsin.

In the State of Wisconsin cases are reported to the rehabilitation agency by the general docket clerk of the industrial commission. The policy in this State is to report all major injuries involving amputation of fingers, hand, arm, foot or leg, and loss of sight. Seventy-five per cent of all cases of this kind coming under the jurisdiction of the commission are reported to the rehabilitation department on an average of about two weeks after injury.

Because of the general liberality of the provisions of the compensation law in the State of Wisconsin, there exist many possibilities for excellent cooperative relations between the rehabilitation and compensation departments. As advantage is taken of these opportunities practical cooperation has been established and close contacts between the two agencies are maintained.

As is shown in another part of this bulletin, the Wisconsin compensation law provides that injured persons who come under its provisions, and who are inducted into rehabilitation training courses, may receive in addition to regular compensation an additional amount of $10 per week for living maintenance during the training

period. This allowance may be continued for a period of 20 weeks. Furthermore, the law provides for unlimited medical benefits and for artificial appliances in all cases in which they are considered necessary. The commission consults the rehabilitation department as to the best type of appliance needed in a particular case and the recommendations of the supervisor are followed.

Utah.

The policy of reporting in Utah is for the secretary of the compensation commission to report all cases that have a 20 per cent or greater disability two weeks after injury.

The supervisor of rehabilitation in the State of Utah attends hearings of the compensation commission that he may participate in the discussion of matters pertaining to the provision of maintenance and artificial appliances in rehabilitation cases. In every case of serious permanent disability the compensation commissioners advise the injured person regarding opportunities offered by the rehabilitation department and urge that advantage be taken of the service. The following is a quotation taken from the report of a hearing held by one of the commissioners. It indicates his interest in the rehabilitation program:

> Do you think in your circumstances you could take training if the State arranges to give you training for work that a one-armed man could do? This State would pay all costs of the tuition; that is, cost of learning the trade. All you would have to do would be pay for your keep; you would get compensation for the loss of your arm while you are learning your trade; it might be arranged to double the compensation so as to take care of your family while you are learning the trade. What I would like to know is would you like to consider this? It might be much better than going to work in the mines, taking a job as watchman, or something like that. It is not book learning they give you, but a practical trade. We have lots of men who have taken up this vocational training who are doing good work. If you could do that instead of going to work at once it would equip you to make a good living for yourself and take good care of your family.

The supervisor of rehabilitation makes daily contacts with the commission or the secretary of the commission.

In the States just mentioned the industrial commission may in its discretion extend compensation services for medical, surgical, and hospital treatment in unusual cases. The rehabilitation department in these States takes advantage of this condition, therefore, and many cases that have been closed as surgically and physically restored are reopened upon request of the rehabilitation service when conditions indicate the need of further medical or surgical treatment as an aid to vocational rehabilitation.

As has been said, the foregoing illustrations are given as typical of the possibility of close working relations between the two State

agencies which are vitally interested in prompt return of the disabled worker to remunerative employment. It would appear that, generally speaking, what is possible in these States can be effected in others. All State rehabilitation officials are urged, therefore, to develop to the highest possible degree cooperative relations with the compensation agency. Much more effective and much larger volume of work can be carried on by so doing.

Section II

FUNDAMENTALS OF EFFECTIVE COOPERATION BETWEEN REHABILITATION AND COMPENSATION AGENCIES

INTRODUCTORY STATEMENT

After the national vocational rehabilitation act became effective in June, 1920, and the States began to accept its benefits and to organize their rehabilitation services, State boards for vocational education and State compensation agencies entered into agreements to cooperate to the end of making the rehabilitation service practical and effective for persons disabled as the result of industrial accidents. As the rehabilitation work was a new activity, and as there were no precedents to show how cooperation between the two agencies might best be carried out, it was natural that the first plans of cooperation were general in terms and incomprehensive as to details. Now that the rehabilitation program in the country has been under way for over seven years, experience in a number of the States has indicated the kind of cooperation between the rehabilitation and compensation agencies that can and should be had. The factors and agreements which should be comprised in a plan of cooperation are set forth in the following suggestive outline. It is hoped that the State rehabilitation officials throughout the country will endeavor to strengthen their relations with compensation departments, and that in this undertaking the proposed outline will be suggestive:

SUGGESTED PLAN OF COOPERATION

Cooperation by compensation agency

1. To report to the rehabilitation service—
   - (*a*) All cases of major physical impairments;
   - (*b*) Such cases of minor physical impairments as give indication of becoming potential rehabilitation cases; and
   - (*c*) All controversial compensation cases in groups (*a*) and (*b*) as soon as extent of disability has been determined.
2. To provide on cases reported under (1) the following data:
   - (*a*) Name and address (pay roll).
   - (*b*) Character and extent of disability.
   - (*c*) Date of accident.
   - (*d*) Occupation.

(*e*) Amount and duration of compensation.
(*f*) Amount of medical aid available.
(*g*) Whether appliance is to be furnished.
(*h*) Name and address of employer.
(*i*) Name of insurance carrier.
(*j*) Company official reporting accident.
(*k*) Present address of disabled person (if not at home).
(*l*) Date of this report.

3. To furnish or secure such supplementary reports on cases reported as may be requested.

4. To consult the rehabilitation service as to the award of compensation in cases in which the compensation schedule is applied in the discretion of the commission, and in which the award of compensation will affect the possibilities of rehabilitation.

5. To report to the rehabilitation service applications made by persons eligible for rehabilitation or in process of rehabilitation for commutation of compensation or for lump-sum award, and to permit a representative of the rehabilitation service to participate in all hearings on such applications.

Cooperation by rehabilitation agency

1. To report to the commission each major step in the rehabilitation program of cases reported by the commission, from date reported to date of closure, in which special adjustment of compensation was made by the commission to facilitate rehabilitation.

2. To report to the commission yearly in summary form rehabilitation data on all cases reported by the commission.

3. To make investigations by the commission for the purpose of securing supplementary data in cases of application for lump-sum awards or for commutation of compensation for persons eligible for or in process of rehabilitation.

4. To report to the commission any information coming to the rehabilitation service relative to complaints or misunderstandings by disabled persons as to receipt of compensation benefits by them.

Joint cooperation

1. To keep informed relative to the provisions of their respective laws, each department to provide to the other department information coming to its attention showing persons in need of further service, but representatives of each department will not attempt to obligate the other department in its administrative procedure.

2. To promote jointly both programs of service to injured persons through general educational and promotional methods.

3. To engage in joint participation in meetings and conferences for the purpose of pooling information and exchanging experiences.

Section III

ANALYSIS OF CERTAIN PROVISIONS OF COMPENSATION LAWS THAT RELATE TO REHABILITATION

As has been stated, certain provisions of State compensation laws have a direct bearing on vocational rehabilitation and influence it to a decided degree. The general character or extent of the rehabilitation service may be determined in large part by the character of such provisions of the compensation law as medical benefits, payments for various types of disabilities, provision of artificial appliances, provision for compensation for second injuries, and provision for maintenance while disabled person is in process of rehabilitation. In the following pages these aspects of compensation laws are treated in detail as to the character of the benefits made available to the disabled person.

In addition to the analyses of State compensation laws, there is provided an analysis of both Federal compensation acts, known, respectively, as the United States civil employees' and the United States longshoremen's and harbor workers' acts. The United States civil employees' compensation act includes all civil employees of the United States and of the Panama Railroad Co. The United States longshoremen's and harbor workers' act provides compensation for disability or death to an employee from any injury occurring upon the navigable waters of the United States, including any dry dock.

MEDICAL BENEFITS

In addition to the payment of compensation for specific types of injuries and disabling conditions, the laws of many States provide that the disabled person shall receive medical or surgical and hospital treatment for the purpose of restoring him as nearly as possible to his condition prior to injury. Complete medical and surgical services tend to shorten the period of time for which compensation for total temporary or permanent partial disabilities are paid, and tend to reduce the percentage of permanent partial disability and the number of seriously disabled workmen. The following tables show how the various States have provided for medical benefits:

Unlimited as to time or amount

State	Period	Amount
California	Unlimited	Unlimited.
Connecticut	do	Do.
Idaho	do	Do.
Illinois	do	Do.
Nebraska	do	Do.
New York	do	Do.
North Dakota	do	Do.
Washington	do	Do.
United States civil employees	do	Do.
United States longshoremen and harbor workers	do	Do.

The compensation laws of the eight States enumerated above and of the Federal Government have no limitations upon the period of time for which medical services shall be rendered, nor any limit as to the amount of expenditures for these services, but provide generally for such reasonable medical, surgical, and hospital treatment as the nature of the injury requires, subject to the approval of the compensation commission. Evidently it is the intention of these laws to restore the injured workman physically as far as possible and as soon as possible after the injury.

Limited as to time or amount, but commission given discretionary power to extend

State	Period	Amount	State	Period	Amount
Arizona	90 days [1]		New Jersey		$100
Delaware	30 days	$100	Ohio		200
Maine	do	100	Oklahoma	60 days	
Massachusetts	2 weeks		Oregon		250
Minnesota	90 days		Utah		500
Missouri	60 days [1]	250	West Virginia		[2] 800
Nevada	6 months [1]		Wisconsin	90 days	

[1] 1 year if commission directs.
[2] Additional $600 if disability can be reduced.

While the laws in these States provide a maximum number of days for which medical benefits shall be given, or a maximum amount of money to be expended, they provide that the board or commission may increase the time or amount, and there is no limit set as to the extent of the board's or commission's power to increase the period or amount of medical services.

In the States of Arizona, Missouri, and Nevada the commission may extend the benefits of medical services for one year.

An interpretation of some of these acts could be construed to mean that the commission has power to require such reasonable medical, surgical, and hospital treatment as the nature of the injury demands. For example:

Massachusetts.—During the first two weeks after injury and in unusual cases in the discretion of the board for a longer period.

Minnesota.—Such medical, surgical, and hospital treatment as may be required at the time of the injury and during the disability for not exceeding 90 days and not exceeding $100 in value: *Provided, however*, That upon request by the employee made during or after such period of 90 days and necessity being shown therefor, the industrial commission may require the additional treatment, articles, and supplies for the cure and relief from the effects of such injury for such further time and amount as is just under the facts shown.

New Jersey.—Medical, surgical, and hospital services, maximum $100. The employer shall furnish to the injured workman such medical, surgical, and other treatment, and hospital service, as shall be necessary to cure and relieve the workman of the effects of the injury and restore the functions of the injured member or organ where such restoration is possible.

Ohio.—Medical and hospital service as the commission deems proper. Maximum $200, except in unusual cases in which the commission has authority to pay such additional amounts upon a satisfactory finding of facts being made and upon unanimous approval by the commission. The commission has full power to adopt rules and regulations with respect to whatever medical needs, hospital service, and medicine are necessary for injured employees, and for the payment therefor.

Oregon.—One purpose of this act is to restore the injured person as soon as possible and restore him as nearly as possible to a condition of self-support and maintenance as an able-bodied workman. Final settlement shall not be made in any case until the commission is satisfied that such restoration is probably as complete as it can be made.

Utah.—The employer or insurance carrier or the State insurance fund shall in ordinary cases also be required to pay such reasonable sum for medical, nurse, and hospital services as may be necessary to treat the patient, as in the judgment of the commission may be necessary, not to exceed the sum of $500, provided that upon application to and investigation by the commission it shall find that in particular cases such amount is insufficient, then, and in such cases, the commission shall determine and find such a reasonable amount as under the circumstances shall be fair and just.

Wisconsin.—Such medical, surgical, and hospital treatment as may be reasonably required for 90 days immediately following the accident to cure and relieve from the effects of the injury and for such additional period of time as in the judgment of the commission will tend to lessen the period of compensation disability, or in the case of permanent total disability, for such period of time as the commission may deem advisable.

Limited as to time or amount, but commission may extend for specified period or amount

State	Period	Amount
Colorado	60 days	Maximum, $200; additional dental service; maximum, $100.
Indiana	30 days; additional if necessary.	
Iowa	4 weeks	$100; may extend to $200 in exceptional cases.
Kentucky	90 days	Maximum, $100; board may extend period of time; maximum, $300.
Pennsylvania	30 days	$100; may extend to $200 in exceptional cases.
Texas	6 weeks	

Limited as to time or amount

State	Period	Amount	State	Period	Amount
Alabama	60 days	$100	New Mexico	10 days	$150
Georgia	30 days	100	Rhode Island	8 weeks	150
Kansas	60 days	200	South Dakota	12 weeks	200
Louisiana		250	Tennessee	30 days	100
Maryland		500	Vermont	14 days	150
Michigan	90 days		Virginia	60 days	
Montana	6 months	500	Wyoming		300
New Hampshire	14 days				

ARTIFICIAL APPLIANCES

In many cases of amputation of a hand, arm, foot, or leg, an artificial appliance is necessary as the first step in the rehabilitation program of the disabled person.

In those States in which the compensation laws provide for the supplying of artificial members the State rehabilitation director or supervisor is consulted as to the best type of appliance to fit the need of the injured workman.

The following States provide for artificial appliances in addition to medical benefits:

Arizona.
California.
Illinois.
Maryland.
Massachusetts.
Minnesota.
Nevada.
Oregon.
Utah.
Washington.
Wisconsin.

COMPENSATION AWARDS

Introductory statement.—Generally speaking, compensation is payable in weekly installments. Payments for temporary total disability extend over the period of time during which the injured person is unable to return to work, subject to time limits prescribed by law. Payments for temporary partial disability extend over a period of time during which the disabled person's earning power is lessened by the accident, subject to maximum limits, either in time or amount, or in both. In cases of permanent disability, however, payments are made for a definite number of weeks set forth in a schedule provided in the compensation law. In temporary total disability cases

and in permanent disability cases the rate of weekly compensation payments is based upon a certain percentage of the average weekly wage the disabled person was receiving at the time of his injury, provided said rate is not more than a maximum or less than a minimum prescribed by law. In temporary partial disability cases the rate of weekly compensation payments is based on a certain percentage of wage loss occasioned by disability and is paid during incapacity, subject to maximum limits.

Temporary total disability.—Temporary total disability is a condition which temporarily incapacitates the injured person from performing any work at any gainful occupation for a temporary period of time. A temporary total disability may, and often does, result in a permanent partial or total disability. The compensation laws provide that in cases of temporary total disability the disabled person be paid a certain percentage of his average weekly or monthly wage during the continuance of such disability, but for not more than a specified number of weeks or months, and subject to a maximum and minimum limitation. Laws in several of the States do not have a fixed period of time for which temporary total compensation shall be paid, but provide that total payment shall not exceed a certain fixed amount. Other State laws have no provision as to period of time or maximum amount to be paid. However, most of the laws have a limitation on total amount of compensation that may be paid in any one case.

Table of compensation for temporary total disability

[Percentage of average weekly or monthly wages, maximum period of time, and maximum amount of compensation]

State	Percentage of wages	Maximum period of time	Maximum amount
Alabama	50-60 average weekly wage	300 weeks	
Arizona	65 average monthly wage	100 months	
California	65 average weekly wage	240 weeks	$5,000
Colorado	50 average weekly wage	No fixed period of time	3,120
Connecticut	do	520 weeks	
Delaware	do	475 weeks	4,000
Georgia	do	350 weeks	5,000
Idaho	55-60 average weekly wage	400 weeks	
Illinois	50-65 average weekly wage	No fixed period of time	3,750
Indiana	55 average weekly wage	500 weeks	5,000
Iowa	60 average weekly wage	300 weeks	
Kansas	do	415 weeks	
Kentucky	65 average weekly wage	8 years	6,000
Louisiana	do	300 weeks	
Maine	66⅔ average weekly wage	500 weeks	6,000
Maryland	do	6 years	3,750
Massachusetts	do	500 weeks	4,500
Michigan	do	do	9,000
Minnesota	do	300 weeks	
Missouri	do	400 weeks	
Montana	50 average weekly wage	300 weeks	
Nebraska	66⅔ average weekly wage	300 weeks	
Nevada	60 average monthly wage	100 months	7,200
New Hampshire	50 average weekly wage	300 weeks	
New Jersey	66⅔ average weekly wage	do	
New Mexico	50 average weekly wage	520 weeks	
New York	66⅔ average weekly wage	No fixed period of time	5,000
North Dakota	do	do	15,000
Ohio	do	6 years	3,750
Oklahoma	do	300 weeks	

Table of compensation for temporary total disability—Continued

State	Percentage of wages	Maximum period of time	Maximum amount
Oregon	40–66⅔ average monthly wage	No fixed period of time	
Pennsylvania	60 average weekly wage	500 weeks	$6,500
Rhode Island	50 average weekly wage	do	5,000
South Dakota	55 average weekly wage	No fixed period of time	3,000
Tennessee	50 average weekly wage	300 weeks	
Texas	60 average weekly wage	401 weeks	
Utah	do	6 years	5,000
Vermont	50 average weekly wage	260 weeks	4,000
Virginia	do	500 weeks	4,500
Washington	Monthly payment		
West Virginia	66⅔ average weekly wage	78 weeks	
Wisconsin	65 average weekly wage	Based on maximum of 4 years annual earnings.	
Wyoming	Monthly payment		8,000
United States civil employees	66⅔ monthly pay	During continuance	
United States longshoremen and harbor workers.	66⅔ average weekly wage	do	7,500

States grouped as to percentage of average wage paid as compensation

66⅔ PER CENT OF WAGES

Maine.
Maryland.
Massachusetts.
Michigan.
Minnesota.
Missouri.
Nebraska.
Oregon—40 to 66⅔ per cent.
United States civil employees.
United States longshoremen and harbor workers.
New Jersey.
New York.
North Dakota.
Ohio.
Oklahoma.
West Virginia.

65 PER CENT OF WAGES

Arizona.
California.
Kentucky.
Louisiana.
Wisconsin.
Illinois—50 to 65 per cent.

60 PER CENT OF WAGES

Iowa.
Kansas.
Nevada.
Alabama—50 to 60 per cent.
Idaho—55 to 60 per cent.
Pennsylvania.
Texas.
Utah.

55 PER CENT OF WAGES

Indiana.
South Dakota.

50 PER CENT OF WAGES

Colorado.
Connecticut.
Delaware.
Georgia.
Montana.
New Hampshire.
Washington and Wyoming—monthly pension.
New Mexico.
Rhode Island.
Tennessee.
Vermont.
Virginia.

Arizona and Nevada.—If there are total dependents residing in the United States an additional allowance of $10 per month for such dependents during the period of disability.

It is recognized from studies made by the State officials and the Federal board that very few of the temporary total disability cases are reported to the rehabilitation department while in the temporary state. When the temporary total status is changed, due to an increase in the disability of the injured person, and the disability becomes either a permanent partial or a permanent total disability, the case is referred to the rehabilitation department.

The table on pages 15 and 16, giving percentages of average weekly or monthly wages, maximum number of weeks, and maximum payments for temporary total disability, is presented in order that rehabilitation officials may make a comparison of the laws in this phase of compensation benefits. It will be noted that the amount of compensation received is controlled in some cases by a fixed maximum. Thus a liberal rate of compensation on the basis of a percentage of the average wage may, because of a limiting maximum, yield a less amount of compensation than a lower rate without a maximum or with a higher maximum.

Under the heading "Maximum and minimum weekly payments," page 21, a further detailed discussion of maximum and minimum payments, period of time, and total amounts of compensation will be given.

Permanent partial disability.—Permanent partial disability may be defined as the loss of a foot, a leg, a hand, an arm, an eye, the sight of an eye, one or more fingers, or the loss of any member of the body, or any dislocation where ligaments are severed, or any other injury known in surgery to constitute a permanent partial disability. In general, compensation laws provide that the total and permanent loss of the use of a member is equivalent to the loss of the member. In the case of permanent partial loss of use of a member, compensation is determined on the basis of the percentage of disability as compared to the total loss of use of member.

On page 18 will be found a table showing for all the States compensation paid for loss of a hand, an arm, a foot, and a leg. Some question may arise as to the selection of only these disabilities. Investigation has shown that the great majority of cases reported to the rehabilitation service by compensation agencies have incurred such disabilities. If further information is desired on compensation paid for specific injuries, reference can be had to the compensation laws themselves.

As has been stated, no attempt is made in this bulletin to present an analysis in complete form of all of the provisions of State compensation laws. The purpose is particularly to bring to rehabilita-

tion officials an appreciation of the importance of compensation legislation in their work and to urge upon them the desirability of securing a more intelligent understanding of compensation legislation and of making effort to promote the improvement of this legislation. These desirable objectives may be promoted through better working agreements between rehabilitation services and State compensation commissions.

Table of payments for loss of hand, arm, foot, and leg, showing maximum and minimum weekly or monthly payments

State	Hand	Arm	Foot	Leg	Maximum payments	Minimum payments
	Weeks	*Weeks*	*Weeks*	*Weeks*	*Per week*	*Per week*
Alabama	150	200	125	175	$15.00	$5.00
Arizona	[1] 40–50	[1] 50–60	[1] 40	[1] 50	[2]	[2]
California	[3]	[3]	[3]	[3]	20.83	4.17
Colorado	104	139–208	104	139–208	12.00	5.00
Connecticut	175	208	156	208	21.00	5.00
Delaware	158	194	135	194	15.00	5.00
Georgia	150	200	125	175	15.00	4.00
Idaho	150–160	180–200	125	140–180	16.00	6.00
Illinois	170	225	135	190	19.00	7.50
Indiana	200	250	150	200	16.50	8.80
Iowa	150	225	125	200	15.00	6.00
Kansas	150	210	125	200	18.00	6.00
Kentucky	150	200	125	200	12.00	5.00
Louisiana	150	200	125	175	20.00	3.00
Maine	125	150	125	150	18.00	6.00
Maryland	150	200	150	175	18.00	8.00
Massachusetts	50	50	50	50	10.00	4.00
Michigan	150	200	125	175	18.00	7.00
Minnesota	150–175	200	125–150	175–200	20.00	8.00
Missouri	160–175	212–232	150	160–207	20.00	6.00
Montana	150–160	180–200	125–140	150–200	15.00	7.00
Nebraska	175	225	150	215	15.00	6.00
Nevada	[1] 40–50	[1] 50–60	[1] 40	[1] 50	[4] 60.00	[4] 30.00
New Hampshire	[5]	[5]	[5]	[5]	15.00	
New Jersey	150	200	125	175	17.00	8.00
New Mexico	110	150	100	140	12.00	6.00
New York	244	312	205	288	20.00	8.00
North Dakota	195	213.5–234	136.5–195	234	[7]	[7]
Ohio	150	200	125	175	18.75	5.00
Oklahoma	200	250	150	175	18.00	8.00
Oregon	[1] 76	[1] 96	[1] 64	[1] 88	[4] 25.00	
Pennsylvania	175	215	150	215	15.00	7.00
Rhode Island	80	100	70	100	10.00	4.00
South Dakota	150	200	125	160	15.00	7.50
Tennessee	150	200	125	175	16.00	5.00
Texas	150	200	125	200	20.00	7.00
Utah	150–160	180–200	125	140–180	16.00	7.00
Vermont	140	170	120	170	15.00	6.00
Virginia	150	200	125	175	12.00	6.00
Washington	[6]	[6]			[7]	[7]
West Virginia	200	240	140	240	16.00	8.00
Wisconsin	[8]	[8]	[8]	[8]	[7]	[7]
Wyoming	$1,000	$1,500	$1,000	$1,500	[7]	[7]
United States civil employees	[9]	[9]	[9]	[9]	[9]	[9]
United States longshoremen and harbor workers	244	312	205	288	25.00	8.00

[1] Months.
[2] 55 per cent average monthly wage.
[3] 65 per cent of wages from 4 to 240, depending on percentage of disability.
[4] Per month.
[5] 50 per cent of average weekly wage.
[6] Monthly payment.
[7] Special provision.
[8] See p. 19.
[9] 66⅔ per cent of reduction in earning capacity.

It can be seen from the foregoing table that three States (New York, Wisconsin, and North Dakota) and the Federal longshoremen's and harbor workers' act provide liberally for permanent partial dis-

abilities. New York provides 66⅔ per cent of average weekly wages, subject to the maximum and minimum provisions of the law, maximum $20 per week and minimum $8 per week, as follows: For the loss of a hand, 244 weeks; arm, 312 weeks; foot, 205 weeks; and leg, 288 weeks. In the case of temporary total disability and permanent partial disability, both resulting from the same injury, if the temporary total disability continues for a longer period than the number of weeks set forth in the schedule, the period of temporary total disability in excess of such number of weeks shall be added to the compensation period—arm, 32 weeks; leg, 40 weeks; hand, 32 weeks; and foot, 32 weeks.

The State of Wisconsin provides that major permanent partial disabilities be compensated on the basis of percentage of permanent total disabilities. The percentage assigned in such schedule shall represent the relation of permanent partial disability in wage loss caused by such an injury to an employee, aged 30 years, when compared with an injury causing permanent total disability to an employee of the same yearly age group in addition to payments made during temporary total disability and subject to the maximum and minimum provisions of the law; maximum $18.20 per week and minimum $6.83 per week. For the loss of hand 33⅓ per cent, representing 333.5 weeks; for the loss of an arm at elbow, 42½ per cent, representing 425 weeks; for the loss of an arm at shoulder, 50 per cent, representing 500 weeks; for the loss of a foot at ankle, 25 per cent, representing 250 weeks; for the loss of leg at knee, 42½ per cent, representing 425 weeks; and for the loss of leg at hip joint, 50 per cent, representing 500 weeks.

The State of North Dakota provides that if the injury cause permanent partial disability, the percentage which such disability bears to total disability, taking into consideration the employee's age and occupation, shall be determined, and the workmen's compensation fund shall pay to the disabled employee a weekly compensation equal to 66⅔ per cent of his weekly wages, for periods ranging from 5 weeks to 450 weeks.

	Weeks
For the loss of hand at or above wrist	195
Maximum $3,900, minimum $990.	
For the loss of arm at or above elbow	213.5
Maximum $4,270, minimum $1,281.	
For the loss of arm at shoulder	234
Maximum $4,680, minimum $1,404.	
For the loss of foot at or above the ankle	136.5
Maximum $2,730, minimum $819.	
For the loss of leg at or above knee	195
Maximum $3,900, minimum $990.	
For the loss of leg at hip	234
Maximum $4,680, minimum $1,404.	

THE FEDERAL LONGSHOREMEN'S AND HARBOR WORKERS' ACT

In the case of temporary total disability and permanent partial disability, both resulting from the same injury, if the temporary total disability continues for a longer period than the number of weeks set forth in the schedule, the period of temporary total disability in excess of such number of weeks shall be added to the compensation period as follows: Arm, 32 weeks; leg, 40 weeks; hand, 32 weeks; foot, 32 weeks.

A study of the permanent partial disability schedule table on page 18 will show quite a range of periods for which compensation is payable, and likewise the maximum and minimum amounts of compensation. The illustrations given above are for the purpose of calling attention to the liberal provisions of the laws in certain States relative to scheduled disabilities. It is obvious they provide a better opportunity for rehabilitation of the injured workman than in those States having less liberal compensation.

ADDITIONAL COMPENSATION

In the following States compensation is paid for the total temporary disability (the healing period) in addition to compensation payments listed in the permanent partial disability schedule:

Arizona.	Maryland.	Ohio.
Colorado.	Massachusetts.	Oregon.
Connecticut.	Minnesota.	Rhode Island.
Georgia.	Nebraska.	South Dakota.
Idaho.	Nevada.	Utah.
Illinois.	New Jersey.	Vermont.
Kansas.	New Mexico.	

The State of New York and the United States longshoremen's and harbor workers' act provide that in the case of temporary total disability and permanent partial disability both resulting from the same injury, if the total disability continues for a longer period than the number of weeks set forth in the schedule the period of temporary total disability in excess of said number of weeks shall be added to the compensation period: Hand, 32 weeks; arm, 32 weeks; foot, 32 weeks; leg, 40 weeks.

Permanent total disability.—Permanent total disability means, generally speaking, the loss of both hands, or both arms, or both feet, or both legs, total loss of sight, paralysis, or other conditions that permanently incapacitate the injured person from doing any work at any gainful occupation. The following table shows payments in the several States for permanent total disability:

Table of payments for permanent total disability

State	Weeks	Maximum amount	State	Weeks	Maximum amount
Alabama	550	$5,000	New Hampshire	300	------
Arizona	Life.	------	New Jersey	400	------
California	Life.	------	New Mexico	520	------
Colorado	Life.	3,750	New York	Life.	------
Connecticut	520	------	North Dakota	Life.	$15,000
Delaware	475	4,000	Ohio	Life.	------
Georgia	350	5,000	Oklahoma	500	------
Idaho	Life.	------	Oregon	Life.	------
Illinois	Life.	------	Pennsylvania	500	6,500
Indiana	500	5,000	Rhode Island	500	5,000
Iowa	400	------	South Dakota	Life.	3,000
Kansas	415	------	Tennessee	550	5,000
Kentucky	416	6,000	Texas	401	------
Louisiana	400	------	Utah	Life.	------
Maine	500	6,000	Vermont	260	4,000
Maryland	Life.	5,000	Virginia	500	4,500
Massachusetts	500	4,500	Washington	Life.	------
Michigan	500	9,000	West Virginia	Life.	------
Minnesota	Life.	10,000	Wisconsin	1,000	------
Missouri	Life.	------	Wyoming	------	8,000
Montana	500	------	United States civil employees	Life.	------
Nebraska	Life.	------	United States longshoremen and harbor workers	Life.	7,500
Nevada	Life.	------			

MAXIMUM AND MINIMUM PAYMENTS

Compensation is payable on the basis of a specified percentage of the average weekly or monthly earnings of the injured employee, computed in accordance with the terms of the law. When the average wage is less than the minimum specified the actual wage is paid.

Table of maximum and minimum weekly payments

State	Maximum weekly	Minimum weekly	State	Maximum weekly	Minimum weekly
Colorado	$12.00	$5.00	Rhode Island	$16.00	$4.00
New Mexico	12.00	6.00	New Jersey	17.00	8.00
Virginia	12.00	6.00	Kansas	18.00	6.00
New Hampshire	15.00	------	Maine	18.00	6.00
Georgia	15.00	4.00	Maryland	18.00	8.00
Nebraska	15.00	4.50	Michigan	18.00	7.00
Alabama	15.00	5.00	Oklahoma	18.00	8.00
Delaware	15.00	5.00	Ohio	18.75	5.00
Kentucky	15.00	5.00	Wisconsin	18.20	6.83
Iowa	15.00	6.00	Illinois	19.00	7.50
Vermont	15.00	6.00	Louisiana	20.00	3.00
Pennsylvania	15.00	7.00	Minnesota	20.00	8.00
Montana	15.00	7.00	Missouri	20.00	6.00
South Dakota	15.00	7.50	North Dakota	20.00	6.00
Tennessee	16.00	5.00	Texas	20.00	7.00
Idaho	16.00	6.00	California	20.83	4.17
Utah	16.00	7.00	Connecticut	21.00	5.00
Indiana	16.50	8.80	New York	25.00	8.00
Massachusetts	18.00	9.00	United States longshoremen and harbor workers	25.00	8.00
West Virginia	16.00	8.00			

Table of maximum and minimum monthly payments

State	Monthly maximum	Monthly minimum
Nevada	$72.00	$30.00
Wyoming	90.00	50.00
Oregon	97.00	30.00
United States civil employees	116.66	58.33
Arizona	(1)	(1)
Washington	(1)	35.00

[1] No provision.

If the maximum amount of compensation is so low that it does not provide a reasonable amount for living maintenance, the injured employee is prevented from taking advantage of training facilities offered under the provisions of the rehabilitation act. In most cases the possibilities of the vocationally handicapped workman are limited to services of physical restoration or placement in a job that is not consistent with his vocational experience and ability, and his opportunity for earning a livelihood comparable with his former wage level is lessened. Laws providing a maximum amount of compensation that at least in theory represents a reasonable amount of subsistence, permit the handicapped person to take training. Proper training will qualify him to do certain kinds of work just as well as the normal workman and will restore him as nearly as possible to his former earning capacity.

PREVIOUS DISABILITY
(Second injury)

The idea prevails rather generally among employers that an additional risk is run in the employment of a permanently partially disabled person. If the law requires the employer to pay compensation for a permanent total disability in the event of the loss of a second major member, or in the event any subsequent injury that would constitute a total disability, the State agent would have some difficulty in placing his rehabilitation cases in employment or in employment training. For example, a man who has lost one arm might be refused employment because, in the event of the loss of the other arm in the new employment, the employer would be responsible for a total disability.

Rehabilitation agents are aware of the necessity of strengthening workmen's compensation laws for the purpose of providing a fund for second injury cases which would eliminate any factors of discrimination in regard to employment of rehabilitation cases.

The compensation laws in the States of Idaho, Illinois, Massachusetts, Minnesota, New Jersey, New York, North Dakota, Ohio, Oregon, Utah, Wisconsin, and the United States longshoremen's and harbor workers' act provide that a person suffering a second injury shall receive from the employer or his insurance carrier compensation for only the specific or subsequent injury and the additional compensation is paid from a general or special fund created for that purpose as follows:

Table showing origin of special funds for second injury cases

State	Origin of fund
Idaho	Special fund.
Illinois	$300 from nondependent death cases.
Massachusetts	$100 from nondependent death cases.
Minnesota	$200 from nondependent death cases.
New Jersey	Special fund.
New York	$500 from nondependent death cases.
North Dakota	Surplus fund.
Ohio	Catastrophe fund.
Oregon	Special fund.
Utah	From nondependent death cases.
Wisconsin	$150 additional payment in major injury cases.
United States longshoremen and harbor workers.	$500 from nondependent death cases.

In the States mentioned above and in the United States longshoremen's and harbor workers' act there is no occasion for discrimination by the employer against industrially handicapped persons. The question of increased compensation costs is eliminated since the employer is charged only with the cost of the member lost in the subsequent accident. On the other hand, the injured employee receives compensation for the disability caused by the combined injuries. The difference between what the employer is required to pay and what the employee receives is paid out of the special fund created for that purpose.

In the States not enumerated in the preceding table, second major injuries are compensated with regard to the effect of the combined injuries, or for the subsequent permanent partial disability only, or for a percentage of total disability when the previous and subsequent injuries are sustained in employment with the same employer, or when the injured employee is receiving compensation under the act, or has received a lump-sum payment under the act.

The following table shows the compensation provisions for second major injuries. Percentage of total disability (T. D.) means that the injured employee is being compensated for the extent of the combined injuries less the percentage of the previous disability, or the scheduled number of weeks provided for the previous injury. Permanent partial (P. P.) means compensation is paid only for the subsequent injury. Same employer or new employer means that some of the laws provide a percentage of total disability compensation when the previous and subsequent injuries are sustained in employment with the same employer. If the subsequent injury is sustained in the employ of a new employer, compensation is payable only for the subsequent disability.

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Table of compensation provisions, second major injuries

[For explanation of use of terms see p. 23]

State	Same employer	New employer
Alabama	¾ per cent of T. D	¾ per cent of T. D.
Arizona	Percentage of T. D	Percentage of T. D.
California	P. P	P. P.
Colorado	Special schedule	Special schedule.
Connecticut	P. P	P. P.
Delaware	Percentage of T. D	P. P.
Georgia	Percentage of T. D	P. P.
Indiana	Percentage of T. D	P. P.
Iowa	P. P	P. P.
Kansas	Percentage of T. D	Percentage of T. D.
Kentucky	Percentage of T. D	Percentage of T. D.
Louisiana	P. P	P. P.
Maine	P. P	P. P.
Maryland	Percentage of T. D	Percentage of T. D.
Michigan	P. P	P. P.
Missouri	Percentage of T. D	Percentage of T. D.
Montana	Percentage of T. D	Percentage of T. D.
Nebraska	P. P	P. P.
New Hampshire	P. P	P. P.
New Mexico	P. P	P. P.
Nevada	Percentage of T. D	Percentage of T. D.
Oklahoma	P. P	P. P.
Pennsylvania	P. P	P. P.
Rhode Island	Special schedule	Special schedule.
South Dakota	P. P	P. P.
Texas	P. P	P. P.
Tennessee	Percentage of T. D	P. P.
Vermont	P. P	P. P.
Virginia	Percentage of T. D	P. P.
Washington	Percentage of T. D	Percentage of T. D.
West Virginia	Percentage of T. D	Percentage of T. D.
Wyoming	Percentage of T. D	Percentage of T. D.
United States civil employees	Percentage of T. D	Percentage of T. D.

REHABILITATION

Five of the State compensation acts and the United States longshoremen's and harbor workers' act provide special or additional compensation for purposes of rehabilitation. In some cases this extra compensation can be expended only for living maintenance during rehabilitation, while in others it may be used for all rehabilitation expenses, in which case the funds are expended by either the compensation or rehabilitation agency. The following table shows these States with sources and purposes of the compensation.

Table showing source and purpose of special funds for rehabilitation

State	Source	Purpose
Arizona	$850 from each nondependent death case	All rehabilitation expenses.
Minnesota	Same as regular compensation	Living maintenance.
New York	$500 from each nondependent death case	All rehabilitation expenses.
Oregon	2½ per cent of compensation premiums	All expenses.
Wisconsin	Same as regular compensation	Living maintenance.
United States longshoremen and harbor workers.	$500 nondependent death case	Do.

Section IV

SUMMARY ANALYSIS BY STATES OF COMPENSATION LAWS

In the following pages will be found a brief summary and analysis State by State of the compensation acts, including the Federal acts, regarding the phases of the compensation laws with which the rehabilitation workers should be thoroughly familiar in order to provide the most effective service for rehabilitants.

WORKMEN'S COMPENSATION LAW—ALABAMA

1919

MEDICAL BENEFITS

Limited to 60 days and in amount not to exceed $100.

TEMPORARY TOTAL DISABILITY

Fifty to sixty per cent of average weekly wages during disability subject to a maximum of $12 to $15 per week; minimum $5 per week, or actual wages, and not over 300 weeks.

PERMANENT PARTIAL DISABILITY

Compensation is based on the extent of the disability in accordance with schedule subject to a maximum of $12 to $15 per week and a minimum of $5 per week, or actual wages, for not more than 400 weeks.

For the loss of or for the permanent loss of use of—	Weeks
Hand	150
Arm	200
Foot	125
Leg	175

PERMANENT TOTAL DISABILITY

The loss of the sight of both eyes, or the loss of both arms at shoulder, or complete and permanent paralysis, or total and permanent loss of mental faculties which totally incapacitates the employee from working at an occupation. Fifty to sixty per cent of average

weekly wages subject to a maximum of $12 to $15 per week and a minimum of $5 per week for a period of 550 weeks. After 400 weeks, compensation is reduced to $5 up to and including 550 weeks; compensation shall not exceed $5,000.

PREVIOUS DISABILITY

(Second injury)

If an employee has previously lost the sight of one eye, or lost one leg, or one arm in the same employment, and receives additional injuries so as to approximately cause the loss of the sight of both eyes or the loss of both legs, or the loss of both arms, he shall be entitled to three-fourths of the amount provided for permanent total disability cases less the amount of compensation received for the previous disability.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $12 and $15 per week, according to number of dependents.

Minimum, $5 per week, or actual wages.

Maximum period, 550 weeks.

Maximum amount, $5,000.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Courts: Limited supervision by compensation commissioner.

WORKMEN'S COMPENSATION LAW—ARIZONA

1925

MEDICAL BENEFITS

Medical, surgical, and hospital or other treatment including artificial members as may be reasonably required at the time of the injury and within 90 days therefrom, which may be extended to one year by the commission. The employer paying premium for medical attention may collect one-half thereof not to exceed $1 per month for each employee and may deduct the same from wages of such employee.

TEMPORARY TOTAL DISABILITY

Sixty-five per cent of average monthly wages, not exceeding 100 months, during the period of such disability. If there are total dependents residing in the United States, an additional allowance of $10 per month for such dependents during the period of such disability.

PERMANENT PARTIAL DISABILITY

Compensation of 55 per cent of average monthly wages shall be paid in addition to compensation paid for temporary total disability for the period name in the schedule.

For the loss of or for the permanent loss of use of—	Months
Major hand	50
Minor hand	40
Major arm	60
Minor arm	50
Foot	40
Leg	50

PERMANENT TOTAL DISABILITY

In cases of total disability so adjudged to be permanent, 65 per cent of average monthly wages during life. In cases of the following specified injuries, in the absence of proof to the contrary, they shall be deemed total and permanent:

Total and permanent loss of sight of both eyes.

The loss by separation of both feet.

The loss by separation of both hands.

Spine injury resulting in permanent and complete paralysis of both legs or both arms, or one leg and one arm.

Skull injury resulting in incurable imbecility or insanity.

The loss by separation of one hand and one foot shall be deemed a total permanent disability.

In all other cases permanent total disability shall be determined in accordance with the facts.

PREVIOUS DISABILITY

(Second injury)

Where there is a previous disability, as the loss of one eye, one hand, one foot, or any other previous disability, the percentage of disability for a subsequent injury shall be determined by computing the percentage of the entire disability and deducting therefrom the percentage of the previous disability as it existed at the time of the subsequent injury.

MAXIMUM AND MINIMUM PAYMENTS

No provision in the act.

SPECIAL FUNDS

1. *Second injuries.*

None.

2. *Maintenance for rehabilitation cases.*

If there be no dependents, the employer or insurance carrier, or the State compensation fund, shall pay the burial expenses of the deceased, as provided herein, and shall pay into the State treasury the sum of $850. Such payments shall be held in a special fund for the purpose of enabling the commission to provide such additional awards as may be necessary to enable injured employees to accept the benefits of any act that may be passed by the Legislature of Arizona, or the Congress of the United States, or both assemblies jointly, to provide for the promotion of vocational rehabilitation of persons disabled in industry or otherwise, and their return to safe employment.

ADMINISTRATION

Industrial accident commission consisting of three members.

WORKMEN'S COMPENSATION LAW—CALIFORNIA

1927

MEDICAL BENEFITS

Medical, surgical, and hospital treatment, including artificial appliances, as may be reasonably required to cure and relieve from the effects of the injury.

TEMPORARY TOTAL DISABILITY

Sixty-five per cent of average weekly wages during the period of such disability, consideration being given to the ability of the injured employee to compete in an open labor market, not to exceed 240 weeks, nor three years' earnings, nor $5,000. Maximum, $20.88 per week; minimum, $4.17 per week, or actual wages.

PERMANENT PARTIAL DISABILITY

If the injury causes permanent disability, the percentage of disability to total disability shall be determined and the disability payment computed and allowed as follows:

Sixty-five per cent of wages from 4 to 240 weeks, dependent upon the per cent of disability. Maximum, $20.83 per week; minimum, $4.17 per week, or actual wages.

PERMANENT TOTAL DISABILITY

Sixty-five per cent of wages for 240 weeks; thereafter 40 per cent for remainder of life.

Loss of both eyes or the sight thereof; loss of both hands or use of; total paralysis; incurable imbecility or insanity. In all other cases total disability shall be determined in accordance with the fact.

Occupational diseases included.

PREVIOUS DISABILITY

(Second injury)

The percentage of permanent disability caused by an injury shall be so computed as to cover the permanent disability caused by that particular injury without reference to any injury previously suffered or any permanent disability caused thereby.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $20.83 per week.
Minimum, $4.17 per week, or actual wages.
Total disability—life.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Industrial accident commission consisting of three members.

WORKMEN'S COMPENSATION LAW—COLORADO

1925

MEDICAL BENEFITS

Medical, surgical, and hospital treatment reasonably required 60 days from date of accident, and not more than $200 in value, to cure and relieve from the effects of the injury.

Dental treatment and services as may be reasonably necessary to repair and relieve from the effects of the injury, not to exceed $100 in value.

TEMPORARY TOTAL DISABILITY

Fifty per cent of average weekly wages during such disability, subject to a maximum of $12 per week and a minimum of $5 per week, or actual wages. Maximum amount, $3,120.

PERMANENT PARTIAL DISABILITY

In addition to compensation to be paid for temporary disability, compensation for the period as specified in the schedule, subject to the maximum and minimum provisions of $12 per week and $5 per week or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Hand	104
Forearm between wrist and elbow	139
Arm between elbow and shoulder	208
Foot at ankle	104
Leg at or above the knee where stump remains sufficient to permit the use of an artificial limb	139
Leg at the hip joint or so near as to preclude the use of an artificial limb	208

PERMANENT TOTAL DISABILITY

Fifty per cent of the average weekly wages, subject to maximum and minimum of $12 per week and $5 per week, or actual wages, and shall continue until death of such person so totally disabled.

The loss of both hands, or both arms, or both feet, or both legs, or both eyes, or any two thereof *by injury in or resulting from the same accident* shall constitute total and permanent disability.

Provided, that where the employer or the commission obtains suitable employment for such disabled person which he can perform and which in all cases shall be subject to the sole approval of the commission, the disabilities set out in this paragrph shall not constitute total disability during the continuance of the commission's approval of said employment but such partial disability as may be determined by the commission after the finding of the facts.

PREVIOUS DISABILITY

(Second injury)

Where an employee has previously suffered the loss of one hand or one arm or one foot or one leg or the vision of one eye as the result of the accident arising out of and in the course of his employment, who suffers the loss of a similar member, he shall be compensated as follows:

He shall be compensated by receiving schedule number of weeks for the loss of such member *plus 25 to 50 per cent.*

If the employee has previously lost the right hand and loses the left hand or arm, or vice versa, he shall receive the schedule number of weeks for the loss of such member *plus 50 per cent.*

If the employee has previously lost the right arm and loses the left hand or arm, or vice versa, he shall receive twice the number of schedule weeks for the loss of such member.

If the employee has previously lost a hand or arm and loses one foot or leg or the vision of one eye, he shall receive as compensation the schedule number of weeks for the loss of such member or loss of vision *plus 50 per cent.*

If the employee has previously lost the right foot and loses the left leg or foot, or vice versa, compensation for the scheduled number of weeks for loss of such member *plus 25 per cent.*

If the employee has previously lost the right leg and loses the left leg or foot, or vice versa, he shall receive the scheduled number of weeks for the loss of such member *plus 50 per cent.*

If the employee has previously lost one leg or foot and loses one hand or arm, or the vision of one eye, he shall receive compensation for the scheduled number of weeks for the loss of such member, or loss of vision, *plus 50 per cent.*

Compensation awarded in this section is subject to the maximum and minimum weekly amounts herein specified for accidents causing temporary total disability.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $12 per week.
Minimum, $5 per week, or actual wages.
Maximum amount, $3,750.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Industrial commission consisting of three commissioners.

WORKMEN'S COMPENSATION LAW—CONNECTICUT

1927

MEDICAL BENEFITS

Reasonable medical and surgical aid or hospital service as long as necessary.

TEMPORARY TOTAL DISABILITY

During disability, 50 per cent of average weekly wages. Not more than $21 per week nor less than $5 per week, or actual wages, and not to exceed a period of 520 weeks.

PERMANENT PARTIAL DISABILITY

In addition to temporary total compensation, with respect to the following injuries, subject to the maximum of $21 per week and minimum of $5 per week, or actual wages.

Loss of or for the complete and permanent loss of use of—	Weeks
Hand at or above wrist	175
Arm at or above elbow	208
Foot at or above ankle	156
Leg at or above knee	208

PERMANENT TOTAL DISABILITY

Fifty per cent of average weekly earnings.

Maximum, $21 per week; minimum, $5 per week, or actual wages.

Not to exceed a period of 520 weeks.

Total and permanent loss of sight of both eyes, loss of both feet at or above ankle, loss of both hands at or above the wrist, loss of one foot and one hand, or any injury resulting in permanent and complete paralysis or insanity.

Occupational diseases included.

PREVIOUS DISABILITY

(Second injury)

Compensation is paid only for the subsequent disability.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $21 per week.

Minimum, $5 per week, or actual wages.

Maximum period, 520 weeks.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Five compensation commissioners, each supreme in his own district.

WORKMEN'S COMPENSATION LAW—DELAWARE

1923

MEDICAL BENEFITS

During the first 30 days after the injury, not to exceed $100. The board may in its discretion require the employer to furnish additional services as and when needed for such further period as it shall be deemed right and proper.

TEMPORARY AND TOTAL DISABILITY

For the first 475 weeks of total disability, 50 per cent of wages. Maximum $15 per week and minimum $5 per week, or actual wages, not to exceed the sum of $4,000.

Nothing in this paragraph shall require the payment of compensation after disability shall cease.

Should partial disability be followed by total disability, the period of 475 weeks mentioned in this paragraph shall be reduced by the number of weeks during which compensation was paid for such partial disability.

Total disability.—Unless the board shall otherwise determine from the facts, the loss of both hands, or both arms, or both feet, or both legs, or both eyes, or an injury to the spine resulting in permanent and complete paralysis of both legs, or both arms, or one leg and one arm, or an injury to the skull resulting in incurable imbecility and insanity, shall constitute total disability for work, to be compensated according to the provision of subsection A of this section.

PERMANENT PARTIAL DISABILITY

Fifty per cent of average weekly wages, subject to the maximum of $15 per week and minimum of $5 per week, or actual wages.

For all permanent partial injuries of the following classes the compensation regardless of the earning power of such injured employee after such injury shall be as follows:

	Weeks
Hand	158
Arm	194
Foot	135
Leg	194

PREVIOUS DISABILITY
(Second injury)

If an employee for which compensation is payable, after having received an injury in another employment, he shall be entitled to compensation by the subsequent employer (not being the employer for whom he worked at the time of the former injury) for the subsequent injury in the same amount as if the previous injury had not occurred.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $15 per week.
Minimum, $5 per week, or actual wages.
Maximum period, 475 weeks.
Maximum amount, $4,000.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Industrial accident board consisting of three members.

WORKMEN'S COMPENSATION LAW—GEORGIA

1925

MEDICAL BENEFITS

For not more than 30 days; cost not to exceed $100.

TEMPORARY AND TOTAL PERMANENT DISABILITY

Fifty per cent of average weekly wages during disability. Not more than $15 per week, nor less than $4 per week, or actual wages, and not over 350 weeks and total amount not to exceed $5,000.

Total disability.—The loss of both arms, both hands, loss of legs or feet, or any two of these members, permanent total loss of vision in both eyes, shall be deemed total permanent disability.

PERMANENT PARTIAL DISABILITY

In cases included in the specific indemnity schedule the incapacity in each case shall be deemed to continue for the period specified and the compensation so paid for such injury shall be as specified therein. Ten weeks' compensation allowed for healing period. Maximum $15 per week. Minimum $4 per week, or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Hand	150
Arm	200
Foot	125
Leg	175

PREVIOUS DISABILITY
(Second injury)

When the previous and subsequent injuries received in the *same employment* result in total disability, compensation shall be payable for permanent total disability, but payments made for the previous injury shall be deducted from total payment of compensation due.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $15 per week.
Minimum, $4 per week, or actual wages.
Maximum period, 350 weeks.
Maximum amount, $5,000.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Industrial commission consisting of commissioner of commerce and labor, chairman, and three commissioners.

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WORKMEN'S COMPENSATION LAW—IDAHO

1927

MEDICAL BENEFITS

Reasonable medical, surgical, and other attendance or treatment, nurse and hospital service, as may be required or requested by the employee immediately after an injury, and for a reasonable time thereafter.

Hospital contracts.—Nothing in this chapter shall be construed as preventing employers and workmen from waiving the provisions of the above section and entering into mutual contracts or agreements providing for hospital benefits and accommodations to be furnished to the employee.

Such hospital contracts must provide for sickness contracted during employment, as well as for injuries arising out of and in the course of employment.

TEMPORARY AND TOTAL PERMANENT DISABILITY

Weekly compensation equal to 55 per cent of average weekly wages, but not more than $12 per week or less than $6 per week, or actual wages, for a period not exceeding 400 weeks, and thereafter a weekly compensation of $6 per week.

If married, 60 per cent of average weekly wages, but not more than $13.10 per week nor less than $6.55 per week for a period not exceeding 400 weeks.

If the injured employee has a wife and dependent minor child or children, or being a widower having any such dependent minor child or children, the weekly payments shall be increased by 5 per cent of the average weekly wage for each said child, but the total weekly compensation shall not exceed $16 per week.

Injuries deemed total disabilities.—The following injuries, in the absence of conclusive proof to the contrary, the disabilities caused thereby shall be deemed total and permanent:

The total and permanent loss of sight of both eyes.

The loss of both feet at or above the ankle.

The loss of both hands at or above the wrist.

The loss of one hand and one foot.

An injury to the spine resulting in permanent and complete paralysis of both legs or arms or one leg and one arm.

An injury to the skull resulting in incurable imbecility or insanity.

The above enumeration is not to be taken as exclusive.

PERMANENT PARTIAL DISABILITY

In the case of the following injuries, the compensation shall be 55 per cent of the average weekly wages, subject to the maximum and minimum provisions of the law, in addition to all other compensation for the period stated against the following disabilities:

For the loss of or for the permanent loss of use of—	Weeks
Arm at or near shoulder	200
Arm at elbow	180
Arm between the wrist and elbow	160
Hand	150
Leg at or near the hip joint as to preclude the use of an artificial limb	180
Leg at or above the knee where stump remains sufficient to permit the use of an artificial limb	150
Leg between knee and ankle	140
Foot	125

PREVIOUS DISABILITY

(Second injury)

If an employee who has previously incurred a partial permanent disability through the loss of one hand at or above the wrist, or one foot at or above the ankle, receives a personal injury by accident arising out of and in the course of employment which results in the physical loss of a foot at or above the ankle, or a hand at or above the wrist, or having lost one eye, received such injury which results in the total and permanent loss of the sight of the other eye, the employer shall only be liable for the permanent partial disability caused by the subsequent injury; provided, however, that an addition to compensation for permanent partial disability and after the cessation of payments for the periods of weeks prescribed for certain specific indemnities, the disabled employee shall be paid by the industrial accident board out of the funds in the industrial special indemnity fund the remainder of the compensation that would be due the injured employee for permanent total disability.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $16 per week.

Minimum, $6 per week, or actual wages.

Maximum period total disability, life.

SPECIAL FUNDS

1. *Second injuries.*

An industrial special indemnity fund.—In addition to the payments to be made to the injured employee by the employer as provided in the section of the act providing specific indemnities for certain injuries, the employer in the case of the injuries named in that section shall pay to the State treasurer, to be by him deposited into the industrial special indemnity fund, a lump sum, without discount, equal to 2 per cent of the weekly compensation provided by section 6234 (specific indemnities) for the full periods stated against such injuries in said section, said sum to be paid to the State treasurer as soon as the total amount of specific indemnity payable for the particular injury is determined by the industrial accident board.

ADMINISTRATION

Industrial accident board consisting of three members.

WORKMEN'S COMPENSATION LAW—ILLINOIS

1927

MEDICAL BENEFITS

Medical, surgical, and hospital services reasonably required to cure and relieve from the effects of the injury, including necessary artificial appliances.

TEMPORARY TOTAL DISABILITY

For injuries causing temporary total disability, compensation while incapacity lasts, not more than from $14 to $19 per week; minimum $7.50 per week, or actual wages, subject to from 50 to 65 per cent of average weekly wages, but not more than $3,750.

PERMANENT PARTIAL DISABILITY

For injuries in the following schedule, compensation shall be in addition to compensation paid during the period of temporary total disability. Maximum, $19 per week; minimum, $7.50 per week, or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Hand	170
Arm	225
Foot	135
Leg	190

PERMANENT TOTAL DISABILITY

Fifty to sixty-five per cent of earnings. Maximum, from $14 to $19 per week; minimum, $7.50 per week, or actual wages, for a period of 8 years, and thereafter a pension during life equal to 8 per cent of $3,750, payable monthly, but not less than $10 per month.

Provided, any employee who receives an award under this paragraph and afterwards returns to work, or is able to do so, and who earns or is able to earn as much as before the injury, payments under such award shall cease. If such employee returns to work, or is able to do so, and earns or is able to earn part but not as much as before the injury, such award shall be modified.

The loss of both hands, or both arms, or both feet, or both legs, or both eyes, or any two thereof *suffered in one accident*, or the per-

manent impairment thereof, shall constitute permanent and total disability.

Occupational diseases included.

PREVIOUS DISABILITY
(Second injury)

If an employee who had previously incurred the loss or the permanent and complete loss of use of one member, incurs permanent and complete disability through the loss of another member, he shall receive in addition to the compensation payable by the employer and after such payments have ceased an amount from a special fund which will equal the amount payable for permanent and complete disability.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $19 per week.
Minimum, $7.50 per week, or actual wages.
Maximum period, total disability, life.

SPECIAL FUNDS

1. *Second injuries.*

In death cases in which there are no dependents there is paid into a special fund the sum of $300 for the payment of additional compensation cases in second major injury accidents that cause a permanent total disability.

2. *Maintenance for rehabilitation cases.*

None.

ADMINISTRATION

Industrial accident board consisting of five members.

WORKMEN'S COMPENSATION LAW—INDIANA

1927

MEDICAL BENEFITS

Medical, surgical, hospital, and nurses' services during the first 30 days. The industrial board may require the employer to furnish additional treatment, not to exceed 30 days.

TEMPORARY TOTAL DISABILITY

Fifty-five per cent of average weekly wages during disability for a period not to exceed 500 weeks. Maximum, $16.50 per week; minimum, $8.80 per week, or actual wages. Maximum amount, $5,000.

PERMANENT PARTIAL DISABILITY

Weekly compensation equal to 55 per cent of average weekly wages for a period stated for the following injuries. Maximum, $16.50 per week; minimum, $8.80 per week, or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Hand below the elbow	200
Arm above the elbow	250
Foot below the knee	150
Leg above the knee	200

PERMANENT TOTAL DISABILITY

For the loss of both hands, or both feet, or the sight of both eyes, or any two of such losses in the same accident, 500 weeks, subject to 55 per cent of average weekly earnings. Maximum, $16.50 per week; minimum, $8.80 per week, or actual wages; maximum amount, $5,000.

PREVIOUS DISABILITY

(Second injury)

If an employee has sustained a permanent injury in another employment than that in which he received a subsequent permanent injury by accident, he shall be entitled to compensation for the subsequent injury in the same amount as if the previous injury had not occurred.

If an employee receives a permanent injury after having sustained another permanent injury *in the same employment* which results

in total permanent disability, compensation shall be payable for permanent total disability, but payments made for the previous injury shall be deducted from total payment of compensation due.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $16.50 per week.
Minimum, $8.80 per week, or actual wages.
Maximum amount, $5,000.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Industrial accident board consisting of five members.

WORKMEN'S COMPENSATION LAW—IOWA

1927

MEDICAL BENEFITS

Reasonable medical, surgical, and hospital service, and supplies therefor not to exceed four weeks, if requested by employee, court, or commissioner. Maximum, $100. In exceptional cases the employer shall furnish such additional medical, surgical, and hospital services in such amount as the industrial commission shall order, but in no event to exceed $100 for such additional services and supplies.

TEMPORARY TOTAL DISABILITY

Sixty per cent of average weekly wages, maximum $15 per week, minimum $6 per week, or actual wages, during disability, but not over 300 weeks.

PERMANENT PARTIAL DISABILITY

Permanent partial disability shall begin at the date of injury and shall be based upon the extent of such disability and for all cases of permanent partial disability included in the following schedule. Compensation shall be paid as follows, subject to the maximum of $15 per week and the minimum of $6 per week, or actual wages:

For the loss of or for the permanent loss of use of—	Weeks
Hand	150
Two-thirds of an arm above the elbow	225
Foot	125
Two-thirds of leg between the knee and hip	200

In all other cases of permanent partial disability the compensation shall bear such relation to the periods of compensation stated in above schedule as the disability bears to those produced by the injuries named in the schedule.

PERMANENT TOTAL DISABILITY

Sixty per cent of average weekly earnings during disability. Maximum, $15 per week; minimum, $6 per week, or actual wages; maximum period, 400 weeks.

The loss of both arms, or both hands, or both feet, or both legs, or both eyes, or of any two thereof *caused by a single accident* shall equal permanent total disability to be compensated as such.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $15 per week.
Minimum, $6 per week, or actual wages.
Maximum period, 400 weeks.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Iowa Industrial Commission, one commissioner.

WORKMEN'S COMPENSATION LAW—KANSAS

1927

MEDICAL BENEFITS

Medical, surgical, and hospital treatment as may be reasonably necessary, but not more than $100 nor for a longer period than 60 days from date of accident. In extreme cases the commission may after proper showing require the employer to provide additional medical services, not in excess of $100.

TEMPORARY TOTAL DISABILITY

Sixty per cent of average weekly earnings during disability subject to a maximum of $18 per week and a minimum of $6 per week, or actual wages, for not more than 415 weeks.

PERMANENT PARTIAL DISABILITY

Compensation as provided in the schedule. Compensation in no case to be more than the maximum of $18 per week and the minimum of $6 per week or actual wages, subject to 60 per cent of average weekly earnings. Additional 15 weeks' compensation allowed for healing period.

For the loss of or for the permanent loss of use of—	Weeks
Hand	150
Arm	210
Foot	125
Leg	200

PERMANENT TOTAL DISABILITY

Where permanent total disability results from the injury, 60 per cent of average weekly earnings subject to the maximum of $18 per week and minimum of $6 per week, or actual wages, for a period not exceeding eight years.

Loss of both eyes, both hands, both arms, both feet, or both legs, or total paralysis or incurable imbecility or insanity, shall in the absence of proof to the contrary constitute a permanent total disability.

PREVIOUS DISABILITY

(Second injury)

If the workman has suffered a previous disability and receives a later injury, the effects of which together with the previous disability shall result in total permanent disability, then and in that event the compensation due said workman shall be the difference in the amount provided in the schedule of this section for the prior injury and the total sum which would be due said employee for total disability.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $18 per week.
Minimum, $6 per week, or actual wages.
Maximum period, eight years.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Public service commission.

WORKMEN'S COMPENSATION LAW—KENTUCKY

1926

MEDICAL BENEFITS

Medical, surgical, and hospital treatment for 90 days and not more than $100. The board may extend the period of treatment and grant an extension of expense but not to exceed $300.

TEMPORARY TOTAL DISABILITY

Sixty-five per cent of average weekly wages during disability. Maximum, $15 per week; minimum, $5 per week, or actual wages; maximum period, 8 years and not more than $6,000.

PERMANENT PARTIAL DISABILITY

In lieu of all other compensation, 65 per cent of average weekly wages. Maximum, $12 per week; minimum, $5 per week, or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Hand	150
Arm	200
Foot	125
Leg	200

PERMANENT TOTAL DISABILITY

Sixty-five per cent of average weekly wages. Maximum, $15 per week; minimum, $5 per week, or actual wages; maximum period, 8 years; maximum amount, $6,000.

The total and permanent loss of sight of both eyes, the loss of both feet at or above the ankle, the loss of both hands at or above the wrist, the loss of one hand and one foot, and an injury to the spine resulting in permanent and complete paralysis of both arms or both legs or one arm and one leg, and injury to the skull resulting in incurable insanity or imbecility. In all other cases the burden of the proof shall be on the claimant to prove that his injuries have resulted in permanent disability.

PREVIOUS DISABILITY

(Second injury)

If a previously injured employee sustains a subsequent injury which results in a condition to which both injuries, or their effects,

contribute, the employer in whose employment the subsequent injury is sustained shall be liable only for the compensation to which such resulting conditions entitled the employee less all compensation which the provisions of this law would have afforded on account of the prior injury or injuries had they been compensated for thereunder.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $15 per week.
Minimum, $5 per week, or actual wages.
Maximum period, 8 years.
Maximum amount, $6,000.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Compensation board consisting of three members.

WORKMEN'S COMPENSATION LAW—LOUISIANA

1926

MEDICAL BENEFITS

Reasonable medical, surgical, and hospital services not to exceed $250 in value.

TEMPORARY TOTAL DISABILITY

Sixty-five per cent of weekly wages during disability. Maximum, $20 per week; minimum, $3 per week or actual wages; maximum period, 300 weeks.

PERMANENT PARTIAL DISABILITY

In lieu of all other compensation, 65 per cent of weekly wages. Maximum, $20 per week; minimum, $3 per week, or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Hand	150
Arm	200
Foot	125
Leg	175

PERMANENT TOTAL DISABILITY

Sixty-five per cent of weekly wages. Maximum, $20 per week; minimum, $3 per week, or actual wages; maximum period, 400 weeks.

PREVIOUS DISABILITY

No provision.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $20 per week.
Minimum, $3 per week, or actual wages.
Maximum period, 400 weeks.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Courts: Voluntary agreement approved by court and disputed cases settled by court.

WORKMEN'S COMPENSATION LAW—MAINE

1927

MEDICAL BENEFITS

Reasonable medical, surgical, and hospital services for 30 days, which is limited in amount to $100, unless a longer period or a greater sum is allowed by the commission.

TEMPORARY TOTAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages during disability, but not more than $18 per week nor less than $6 per week, or actual wages, for not longer than $500 weeks, nor more than $6,000.

PERMANENT PARTIAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages. Maximum, $18 per week; minimum, $6 per week, or actual wages. After 150 weeks' further compensation at the usual rate for total or partial disability existing after the termination of specific period. Maximum aggregate period, 300 weeks after injury.

For the loss of or for the permanent loss of use of—	Weeks
Hand	125
Arm at or above the wrist	150
Foot	125
Leg	150

PERMANENT TOTAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages. Maximum, $18 per week; minimum, $6 per week, or actual wages; maximum period, 500 weeks; maximum amount, $6,000.

The total and irrevocable loss of sight of both eyes, the loss of both feet at or above the ankle, the loss of both hands at or above the wrist, the loss of one hand and one foot, an injury to the spine resulting in permanent and complete paralysis of the legs or arms, and an injury to the skull resulting in imbecility or insanity.

PREVIOUS DISABILITY

(Second injury)

The fact that an employee has suffered a previous injury or received compensation therefor shall not preclude compensation for a

later injury, but in determining the compensation for the later injury his "average weekly wage" shall be such sum as will reasonably represent his weekly earning capacity at the time of the later injury, in the employment in which he was working at such time, and shall be arrived at according to and subject to the limitations of the previous provisions of this section. (Sec. IX–(2).)

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $18 per week.
Minimum, $6 per week, or actual wages.
Maximum period, 500 weeks.
Maximum total amount, $6,000.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Industrial accident commission consisting of four members

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WORKMEN'S COMPENSATION LAW—MARYLAND

1924

MEDICAL BENEFITS

Medical, surgical, or other attendance or treatment, including artificial appliances as may be required by the commission, not to exceed $500.

TEMPORARY TOTAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages during disability. Maximum, $18 per week; minimum, $8 per week, or actual wages, for not more than six years, or to exceed $3,750.

PERMANENT PARTIAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages, subject to a maximum of $18 per week and a minimum of $8 per week, or actual wages, but in no case to exceed more than $3,750 for the period named in the schedule.

For the loss of or for the permanent loss of use of—	Weeks
Hand	150
Arm	200
Foot	150
Leg	175

The compensation for the foregoing specific injuries are paid in addition to compensation paid for temporary total disability.

PERMANENT TOTAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages during the continuation of total disability, subject to a maximum of $18 per week and a minimum of $8 per week, or actual wages, not to exceed a total of $5,000.

Loss of or loss of use of both hands, or both arms, or both feet, or both legs, or both eyes, or any two thereof shall in the absence of conclusive proof to the contrary constitute permanent total disability. In all other cases permanent total disability shall be determined in accordance with the facts.

PREVIOUS DISABILITY
(Second injury)

Should a further accident occur to an employee already receiving payment under this act for a disability or who has been previously the recipient for a lump-sum payment under this act, his future compensation shall be adjusted according to the other provisions of this act and with regard to the combined effect of his injuries and disability under this act.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $18 per week.
Minimum, $8 per week, or actual wages.
Maximum amount, $5,000.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Industrial accident commission consisting of three members.

MEDICAL BENEFITS

During the first two weeks after injury and in unusual cases, in the discretion of the board, for a longer period. In any case where the department is of the opinion that the fitting of the employee with an artificial eye, or limb, or other mechanical appliance, will promote his restoration to industry, it may order that he be provided with such an artificial eye, limb, or appliance at the expense of the insurer.

Occupational diseases.—Included in the law as compensable.

TEMPORARY TOTAL AND PERMANENT TOTAL DISABILITY

Weekly compensation equal to two-thirds of average weekly wages during disability, but not more than $18 per week nor less than $9 per week, or actual wages. Maximum period, 500 weeks. Maximum amount, $4,500.

SPECIFIED INJURIES

In the case of the following specified injuries the amounts hereinafter named shall be paid in addition to all other compensation.

For the loss by severance of both hands at or above the wrist, for both feet at or above the ankle, or the loss of one hand and one foot, or the reduction to one-tenth of normal vision in both eyes with glasses, two-thirds of the average weekly wages of the injured person, but not more than $10 nor less than $4 a week for a period of 100 weeks.

For the loss by severance of either hand at or above the wrist, of either foot at or above the ankle, two-thirds of the average weekly wages of the injured person for each hand or foot so severed, but not more than $10 nor less than $4 per week for a period of 50 weeks.

The additional amounts provided for in this section in case of the loss of a hand, foot, thumb, finger, toe, or phalanx shall also be paid for the number of weeks above specified if the injury is such that the hand, foot, thumb, finger, toe, or phalanx is not lost but so injured as to be permanently incapable of use.

PREVIOUS DISABILITY
(Second injury)

Whenever an employee who has previously suffered a personal injury resulting in the loss by severance, or the permanent incapacity of one hand at or above the wrist, or one foot at or above the ankle, or the reduction of one-tenth of normal vision of one eye with glasses incurs further disability by the loss of permanent incapacity of a hand or foot or the reduction to one-tenth of normal vision in an eye, by reason of a personal injury for which compensation is required by this chapter, he or his dependent, if death results from the injury, shall be paid the compensation provided for by sections 31, 32, 34, or 35, in the following manner:

One-half of such compensation shall be paid by the State treasurer from the fund established by section 65 and the other half by the insurer, but the additional compensation required by 36 shall be paid by the insurer.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $18 per week.
Minimum, $9 per week, or actual wages.
Maximum period, 500 weeks.
Maximum amount, $4,500.

SPECIAL FUNDS

1. *Second injuries.*
   In death cases, leaving no dependents, $100 to second-injury fund.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Industrial accident board consisting of seven commissioners.

WORKMEN'S COMPENSATION LAW—MICHIGAN

1927

MEDICAL BENEFITS

During the first 90 days after the injury the employer shall furnish, or cause to be furnished, reasonable medical, surgical, and hospital services and medicines when they are needed.

TEMPORARY TOTAL DISABILITY

A weekly compensation equal to 66⅔ per cent of average weekly wages during disability, but not more than $18 per week nor less than $7 per week, or actual wages, and not more than 500 weeks from the day of injury, nor more than $9,000.

PERMANENT PARTIAL DISABILITY

In cases included in the following schedule the disability in each case shall be deemed to continue for the period specified, and the compensation so paid for such an injury shall be as specified based on 66⅔ per cent of the average weekly wage, subject to maximum and minimum provisions of the law.

For the loss of or for the permanent loss of use of—	Weeks
Hand	150
Arm	200
Foot	125
Leg	175

PERMANENT TOTAL DISABILITY

The loss of both hands, or both arms, or both feet, or both legs, or both eyes, or of any two thereof, shall constitute total and permanent disability. While the incapacity for work is total, the employer shall pay to the injured employee a weekly compensation equal to 66⅔ per cent of his average weekly wages, not more than $18 per week nor less than $7 per week, or actual wages, and in no case shall the period covered by such compensation be greater than 500 weeks from the day of injury and shall the total amount of all compensation exceed $9,000.

PREVIOUS DISABILITY
(Second injury)

The fact that an employee has suffered a previous disability or received compensation therefor shall not preclude compensation for the later injury, but in determining compensation for the later injury his average annual earnings shall be held to be such sum as will reasonably represent his annual earning capacity at the time of the later injury in the employment in which he was working at such time and shall be arrived at according to and subject to the provisions as provided in the permanent partial disability schedule.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $18 per week.
Minimum, $7 per week, or actual wages.
Maximum period, 500 weeks.
Maximum amount, $9,000.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Department of labor and industry. An industrial accident board consisting of the commissioner of labor and industry and three commissioners.

WORKMEN'S COMPENSATION LAW—MINNESOTA

1927

MEDICAL BENEFITS

Medical, surgical, and hospital treatment, including nursing, medicines, medical and surgical supplies, crutches and apparatus, including artificial members, as may be reasonably required at the time of the injury, and during the disability for not exceeding 90 days. Provided, however, that upon request by the employee made during or after said period of 90 days, and necessity being shown therefore, the industrial commission may require the above treatment, articles, and supplies for the cure and relief from the effects of such injury for such further time and amount as is just under the facts shown.

TEMPORARY TOTAL DISABILITY

Sixty-six and two-thirds per cent of daily wage at time of injury subject to a weekly maximum of $20 and a minimum of $8, or actual wages, during disability for a period not to exceed 300 weeks.

PERMANENT PARTIAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wage. Maximum, $20 per week; minimum, $8 per week or actual wages. Compensation paid during healing period not to exceed 15 weeks, but may in the discretion of the commission be extended to 25 weeks, and, in addition thereto, compensation named in the schedule.

For the loss of or for the permanent loss of use of—	Weeks
Hand	150 to 175
Arm	200
Foot	125 to 150
Leg	175 to 200

PERMANENT TOTAL DISABILITY

Loss of sight of both eyes, or the loss of both arms at shoulder, or the loss of both legs at hip, or permanent paralysis, or loss of mental faculties, or other injury which totally incapacitates the injured workman from working at the renumerative occupation, 66⅔ per cent of his daily wage, subject to a maximum of $20 and a minimum of $8 per week, or actual wages. Maximum amount, $10,000.

Occupational diseases.—Listed occupational diseases are compensable.

PREVIOUS DISABILITY
(Second injury)

If an employee receives an injury, which of itself would only cause permanent partial disability, but which combined with a previous disability does in fact cause permanent total disability, the employer shall be liable only for the permanent partial disability caused by the subsequent injury.

Provided, however, That in addition to compensation for such permanent partial disability and after the cessation of the payments for the prescribed period of weeks, the employee shall be paid by the State the remainder of the compensation that would be due for permanent total disability, out of a special fund created for such purpose.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $20 per week.
Minimum, $8 per week, or actual wages.
Maximum payments, $10,000.

SPECIAL FUNDS

1. *Second injuries.*

Every employer shall pay to the State Treasurer for every case of injury occurring in his employ and *causing death* in which there are no persons entitled to compensation the sum of $200 for payment of second injury cases.

2. *Maintenance for rehabilitation cases.*

In addition to the compensation provided in the foregoing schedule for loss or loss of the use of a member, the compensation during the period of retraining for a new occupation as certified by the division of reeducation, operating under chapter 365, Laws of Minnesota, 1919 (secs. 2983 to 2988, G. S., 1923) shall be 66⅔ per cent of the daily wage at the time of the injury, not exceeding 25 weeks, provided the injury is such as to entitle the workman to compensation for at least 75 weeks in the schedule of indemnities for permanent impairments, and provided the industrial commission on application thereto shall find that such retraining is necessary and make an order for such compensation.

ADMINISTRATION

Industrial commission consisting of three commissioners.

WORKMEN'S COMPENSATION LAW—MISSOURI

1927

MEDICAL BENEFITS

Medical, surgical, and hospital treatment for the first 60 days after the injury or disability and not to exceed the sum of $250. Additional similar treatment within one year from the date of the injury as the commission by special order may determine to be necessary.

TEMPORARY TOTAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages, during disability, subject to a maximum of $20 per week and a minimum of $6 per week, or actual wages. Maximum period, 400 weeks.

PERMANENT PARTIAL DISABILITY

In lieu of all other compensation for the periods provided for in the schedule, subject to a maximum of $20 per week and a minimum of $6 per week, or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Major hand at wrist joint	175
Minor hand at wrist joint	160
Major arm between elbow and wrist	200
Minor arm between elbow and wrist	180
Major arm between shoulder and elbow	222
Minor arm between shoulder and elbow	200
Major arm at shoulder	232
Minor arm at shoulder	212
Foot	150
Leg at or above ankle and below ankle joint	155
Leg at or above knee where the stump remains sufficient to permit the use of artificial limb	160
Leg at the hip joint or so near thereto as to preclude the use of artificial limb	207

PERMANENT TOTAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages during 300 weeks and thereafter on the basis of 25 per cent of annual earnings for life, but not more than $20 per week nor less than $6 per week, or actual wages.

When caused *by the accident* the loss of both eyes or the sight thereof, the loss of both hands or the use thereof, an injury resulting in practically total and permanent paralysis, or an injury resulting in incurable imbecility or insanity, shall be presumed to be total disabilities and in all other cases permanent total disability shall be determined in accordance with the facts.

PREVIOUS DISABILITY

(Second injury)

All cases of permanent disability where there has been a previous disability shall be compensated on the basis of the average annual earnings at the time of the last injury. If the condition resulting from the last injury is a permanent partial disability, there shall be deducted from the resulting condition the previous disability as it exists at the time of the last injury and the compensation shall be paid for the difference. If the resulting condition be a permanent total disability, the compensation therefor shall be two-thirds of that for total disability in other cases.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $20 per week.
Minimum, $6 per week, or actual wages.
Maximum period, total disability, life.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Workmen's compensation commission consisting of three members

WORKMEN'S COMPENSATION LAW—MONTANA

1925

MEDICAL BENEFITS

Medical and hospital service for 6 months but not to exceed in amount the sum of $500. Hospital contracts authorized in lieu thereof.

TEMPORARY TOTAL DISABILITY

Fifty per cent of average weekly wages during disability, subject to a maximum of $15 per week and a minimum of $7 per week, or actual wages. Maximum period, 300 weeks.

PERMANENT PARTIAL DISABILITY

The following specified injuries are compensated in lieu of any other compensation; 50 per cent of average weekly wages. Maximum, $15 per week; minimum, $7 per week, or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Hand	150
Arm between wrist and elbow	160
One arm at elbow	180
Arm at or near shoulder	200
Foot near ankle	125
Leg between knee and ankle	140
Leg at or above the knee where stump remains sufficient to permit the use of an artificial limb	150
Leg at or near the hip joint to preclude the use of an artificial limb	200

PERMANENT TOTAL DISABILITY

Fifty per cent of average weekly wages during disability. Maximum, $15 per week; minimum, $7 per week, or actual wages. Maximum period, 500 weeks from date of injury.

Loss of both hands, both arms, both feet, both legs, or both eyes, or any two thereof, in the absence of conclusive proof to the contrary, shall constitute total disability, permanent in character.

PREVIOUS DISABILITY

(Second injury)

Should a further accident occur to a workman who has previously been the recipient of a payment under this act, his further compensa-

tion shall be adjusted according to the other provisions of this act, and with regard to the combined effect of his injuries and his past receipt of compensation.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $15 per week.
Minimum, $7 per week, or actual wages.
Maximum period, 500 weeks.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Industrial accident board consisting of commissioner of labor, State auditor, and one member appointed by the governor.

WORKMEN'S COMPENSATION LAW—NEBRASKA

1927

MEDICAL BENEFITS

The employer shall be liable for reasonable medical and hospital service, and medicines as and when needed, subject to the approval of the compensation commissioner. In cases of injury requiring dismemberment, or injuries involving major surgical operation, the employee may designate to his employer the physician or surgeon to perform the operation.

TEMPORARY TOTAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages during disability, but not more than $15 per week nor less than $6 per week, or actual wages, for a period of not more than 300 weeks.

PERMANENT PARTIAL DISABILITY

For disability resulting from permanent injury of the following classes, the compensation shall be in addition to the amount for temporary disability. However, the compensation for temporary disability shall cease as soon as the extent of the permanent disability is ascertained, subject to a maximum of $15 per week and a minimum of $6 per week, or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Hand	175
Arm	225
Foot	150
Leg	215

PERMANENT TOTAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages received at the time of injury, but not more than $15 per week nor less than $6 per week for the first 300 weeks. After the first 300 weeks of total disability, for the remainder of life of the employee, 45 per cent of average weekly wages received at the time of injury, but compensation shall not be more than $12 per week nor less than $4.50 per week.

The loss of both hands, or both arms, or both feet, or both legs, or both eyes, or of any two thereof, shall constitute total and permanent disability.

PREVIOUS DISABILITY
(Second injury)

If an employee receives an injury, which of itself would only cause partial disability, but which combined with a previous disability does in fact cause total disability, the employer shall only be liable for the partial disability so far as the subsequent injury is concerned.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $15 per week.
Minimum, $4.50 per week, or actual wages.
Maximum period, total disability, life.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

The secretary of labor is the compensation commissioner.

WORKMEN'S COMPENSATION LAW—NEVADA

1925

(No amendments in 1927)

MEDICAL BENEFITS

Medical, surgical, and hospital treatment for six months, which may be extended to one year by the commission. Artificial members are provided as may be reasonably required.

For the purpose of providing a fund to take care of medical benefits, the commission is authorized to collect a premium from the total pay roll of every employer. Every employer paying such premium shall be relieved from furnishing medical benefits and the same shall be provided by the Nevada Industrial Commission. Every employer paying such premium for benefits may collect one-half thereof, not to exceed $1 per month, from each employee and may take the same from the wages of such employee.

TEMPORARY TOTAL DISABILITY

Sixty per cent of average monthly wages, not more than $72 per month nor less than $30 per month during disability, and not to exceed 100 months nor more than $7,200.

If there are persons who are residents in the United States totally dependent on employee, $10 per month is allowed for such dependents during disability.

PERMANENT PARTIAL DISABILITY

In addition to all other compensation, 50 per cent of average monthly wages. Maximum, $60 per month; minimum, $30 per month, or actual wages.

For the loss of or for the permanent loss of use of—	Months
Hand	40 to 50
Arm	50 to 60
Foot	40
Leg	50

PERMANENT TOTAL DISABILITY

Total blindness, loss of both arms or both legs, or one leg and one arm. All other cases will be determined in accordance with the

facts. Sixty per cent of the average monthly wage, but not more than $60 per month nor less than $30 per month, or actual wage during the life of the injured person.

If the injured person requires the services of a constant attendant, an additional allowance of $30 per month.

PREVIOUS DISABILITY

(Second injury)

Where there is a previous disability, as the loss of one eye, one hand, one foot, or any other previous permanent disability, the percentage of disability for a subsequent injury shall be determined by computing the percentage of the entire disability and deducting therefrom the percentage of the previous disability as it existed at the time of the subsequent injury.

In all cases of permanent partial disability not otherwise specified in the schedule, the percentage of disability to the total disability shall be determined. For the purpose of computing compensation for a disability that is partial in character but permanent in quality, 50 per cent of the average monthly wage, not to exceed the sum of $60 per month for the period of one month shall represent a 1 per cent disability.

In determining the percentage of disability, consideration shall be given among other things to any previous disability, the occupation of the injured employee, the nature of the physical injury, and the age of the employee at the time of the injury.

MAXIMUM AND MINIMUM PAYMENTS

Monthly payments depend upon the number of total dependents.
Maximum, $72 per month.
Minimum, $30 per month, or actual wages.
Maximum period, total disability, life.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.
3. *Surplus funds.*
   None.

ADMINISTRATION

Industrial accident commission consisting of three members.

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WORKMEN'S COMPENSATION LAW—NEW HAMPSHIRE

1926

MEDICAL BENEFITS

Medical and hospital services for 14 days.

TEMPORARY TOTAL DISABILITY

Fifty per cent of average weekly wages during disability, subject to a maximum of $15 per week, and not longer than 300 weeks.

PERMANENT PARTIAL DISABILITY

Fifty per cent of average weekly wages, subject to a maximum of $15 per week, and not longer than 300 weeks.

PERMANENT TOTAL DISABILITY

Fifty per cent of average weekly wages, subject to a maximum of $15 per week, and not longer than 300 weeks.

PREVIOUS DISABILITY
(Second injury)

No provision.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $15 per week.
Minimum, no provision.
Maximum period, 300 weeks.

SPECIAL FUNDS

None.

ADMINISTRATION

Courts.

WORKMEN'S COMPENSATION LAW—NEW JERSEY

1926

MEDICAL BENEFITS

Medical, surgical, and hospital services, maximum $100. The employer shall furnish to the injured workman such medical, surgical, and other treatment and hospital service as shall be necessary to cure and relieve the workman of the effects of the injury and to restore the functions of the injured member or organ where such restoration is possible.

TEMPORARY TOTAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages during disability, subject to a maximum of $17 per week and a minimum of $8 per week, or actual wages, for not more than 300 weeks.

PERMANENT PARTIAL DISABILITY

For the number of weeks named in the schedule, subject to a maximum of $17 per week and a minimum of $8 per week in addition to payments for total temporary disability.

For the loss of or for the permanent loss of use of—	Weeks
Hand	150
Arm	200
Foot	125
Leg	175

PERMANENT TOTAL DISABILITY

Sixty-six and two-thirds per cent of weekly wages. Maximum, $17 per week; minimum, $8 per week, or actual wages, for a period of 400 weeks, at which time compensation payments shall cease unless the employees shall have submitted to such physical or educational rehabilitation as may have been ordered by the rehabilitation commission and can show that because of such disability it is impossible for him to obtain wages, or earnings equal to those earned at the time of the accident, in which case further weekly payment shall be made during the period of such disability. Payment of compensation beyond 400 weeks shall be subject to such periodic consideration

and extensions as the case may require and shall apply only to disability total in character and permanent in quality.

Occupational diseases included as enumerated.

PREVIOUS DISABILITY

(Second injury)

In all lesser or other cases involving permanent loss, or loss of use of a member, 66⅔ per cent of daily wages and the duration of compensation shall bear such relation to the specific periods of time stated in the above schedule as the disabilities bear to those produced by the injuries named in the schedule: *Provided, however*, That in cases in which the disability is determined as a percentage of total and permanent disability the duration of compensation shall be a corresponding portion of 500 weeks.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $17 per week.
Minimum, $8 per week, or actual wages.
Maximum period, 500 weeks.

SPECIAL FUNDS

1. *Second injuries.*

Chapter 81, laws of 1923.

One per cent of the total compensation paid out by such mutual association, stock company or self-insurer during the calendar year next preceding the due date of such payment. Compensation payable from fund shall cover that portion of the period for which compensation is payable in ordinary cases of total disability arising under this act, not covered by compensation due for the two disabilities separately.

ADMINISTRATION

Workmen's compensation bureau, commissioner of labor, and three deputy commissioners.

WORKMEN'S COMPENSATION LAW—NEW MEXICO

1927

MEDICAL BENEFITS

Medical, surgical, and hospital services during the first 10 days after injury. Maximum amount, $150. If employer has made provision for medical treatment, no other need be furnished.

TEMPORARY TOTAL DISABILITY

Fifty per cent of average weekly wage during disability, subject to a maximum of $12 per week and a minimum of $6 per week, or actual wages. Maximum period, 520 weeks.

PERMANENT PARTIAL DISABILITY

In addition to temporary total compensation, 50 per cent of average weekly wage during disability. Maximum, $12 per week; minimum $6 per week, or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Hand	100 to 110
Arm	120 to 150
Foot	100
Leg	110 to 140

PERMANENT TOTAL DISABILITY

Fifty per cent of average weekly wages, subject to a maximum of $12 per week and a minimum of $6 per week, or actual wages. Maximum period, 520 weeks.

The loss of both hands, or both arms, or both feet, or both legs, or both eyes, or any two thereof, in the absence of conclusive proof to the contrary, shall constitute total disability, permanent in character.

PREVIOUS DISABILITY

(Second injury)

The employer shall not be liable for compensation for total disability if the loss of one arm, foot, leg, or eye occurred prior to such accident, but in that event compensation shall be paid only in accordance with the schedule for partial disabilities.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $12 per week.
Minimum, $6 per week, or actual wages.
Maximum period, 520 weeks.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Administered by the district courts.

WORKMEN'S COMPENSATION LAW—NEW YORK

1927

MEDICAL BENEFITS

Employer shall provide such medical, surgical, or other attendance or treatment, nurse and hospital service for such period as the nature of the injury or the process of recovery may require.

TEMPORARY TOTAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages during continuance, but not to exceed $5,000, subject to a maximum of $25 per week, and a minimum of $8 per week, or actual wages.

PERMANENT PARTIAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages for the period named in the schedule. Maximum, $20 per week; minimum, $8 per week, or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Hand	244
Arm	312
Foot	205
Leg	288

In the case of temporary total disability and permanent partial disability both resulting from the same injury, if the temporary total disability continues for a longer period than the number of weeks set forth in the schedule, the period of temporary total disability in excess of such number of weeks shall be added to compensation period.

	Weeks
Hand	32
Arm	32
Foot	32
Leg	40

PERMANENT TOTAL DISABILITY

Sixty-six and two-thirds per cent of the average weekly wages during continuance, maximum $25 and minimum $8 per week, or actual wages, for loss of both hands, or both arms, or both feet, or

both legs, or both eyes, or any two thereof. All other cases will be determined in accordance with the facts.

1. *Occupational diseases.*

Listed occupational diseases are compensable.

PREVIOUS DISABILITY

(Second injury)

The fact that an employee has suffered previous disability or received compensation therefor shall not preclude him from compensation for a later injury, nor preclude compensation for death resulting therefrom, but in determining compensation for the later injury his average weekly wages shall be such sum as will reasonably represent his earning capacity at the time of his later injury: *Provided, however*, That an employee who is suffering from a previous disability shall not receive compensation for a later injury in excess of the compensation allowed for such injury when considered by itself and not in conjunction with the previous disability.

NOTE.—The compensation which is in excess of the amount to which the injured employee would have been entitled solely by the subsequent injury is paid from a special fund.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $25 per week.
Minimum, $8 per week, or actual wages.
Maximum period, total disability, life.

SPECIAL FUNDS

1. *Second injury.*

Five hundred dollars in death cases in which there are no dependents to a special fund to pay for second injuries.

2. *Maintenance for rehabilitation cases.*

The insurance carrier pays $500 in death cases in which there are no dependents to a special fund to provide for maintenance of employees undergoing rehabilitation.

Expenses for rehabilitating injured employees.—An employee, who as a result of injury is or may be expected to be totally or partially incapacitated for a remunerative occupation and who, under the direction of the State department of education, is being rendered fit to engage in a remunerative occupation, shall receive additional compensation necessary for his rehabilitation, not more than $10 per week of which shall be expended for maintenance. Such expense and such of the administrative expenses of the State department of education as are properly assignable to the expense of rehabilitating employees entitled to compensation as a result of injuries under this

chapter shall be paid out of a special fund created in the following manner: The employer, or if insured, his insurance carrier, shall pay into the vocational rehabilitation fund for every case of injury causing death, in which there are no persons entitled to compensation, the sum of $500. The State treasurer shall be the custodian of this special fund.

Disbursements from the vocational rehabilitation fund for the additional compensation provided for by this section shall be paid by the State treasurer upon vouchers signed by the industrial commissioner or deputy industrial commissioner.

Disbursements from the vocational rehabilitation fund for administrative expenses of the State department of education shall be paid by the State treasurer upon vouchers signed by the commissioner of education or the deputy commissioner of education.

ADMINISTRATION

Industrial commissioner. Industrial board consisting of five members.

WORKMEN'S COMPENSATION LAW—NORTH DAKOTA

1927

MEDICAL BENEFITS

Immediately after an injury sustained by an employee and during the resulting period of disability, the North Dakota Workmen's Compensation Fund shall furnish to such employee medical, surgical, and hospital service and supplies as the nature of the injury may require.

TEMPORARY TOTAL DISABILITY

During such disability a weekly compensation equal to 66⅔ per cent of his loss in earning capacity. Maximum, $20; minimum, $6, or actual wages; maximum amount, $15,000.

PERMANENT PARTIAL DISABILITY

If the injury causes permanent partial disability the percentage which such disability bears to total disability, taking into consideration the employee's age and occupation, shall be determined and the workmen's compensation fund shall pay to the disabled employee a weekly compensation equal to 66⅔ per cent of his weekly wages.

For the loss of or permanent loss of use of—	Weeks
Hand at or above wrist	195
Maximum, $3,900.	
Minimum, $990.	
Arm at or above elbow	213.5
Maximum, $4,270.	
Minimum, $1,281.	
Arm at shoulder	234
Maximum, $4,680.	
Minimum, $1,404.	
Foot at or above ankle	136.5
Maximum, $2,730.	
Minimum, $819.	
Leg at or above knee	195
Maximum, $3,900.	
Minimum, $990.	
Leg at the hip	234
Maximum, $4,680.	
Minimum, $1,404.	

PERMANENT TOTAL DISABILITY

If the injury causes total disability, compensation is payable during the continuance of such disability equal to 66⅔ per cent of the average weekly wages, subject to a maximum of $20 per week and a minimum of $6 per week. Maximum amount, $15,000.

Occupational diseases included.

PREVIOUS DISABILITY

(Second injury)

Whenever a subsequent injury occurs to an employee who has been injured previously in a different employment, the risk of the employer for whom such injured person is working at the time of such subsequent injury shall be charged only with the amount of the awards resulting from such subsequent injury; and whenever such subsequent injury, in connection with a previous injury results in a permanent total disability, the compensation which is in excess of the amount to which the injured employee would have been entitled solely by the subsequent injury shall be charged to the surplus fund and not to the classification or the risk to which the subsequent injury is charged.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $20 per week.

Minimum, $6 per week, or actual wages.

Maximum amount, $15,000.

In the case of persons who at the time of injury were minors or were employed in a learner's capacity and who were not physically or mentally defective, the bureau shall on any review after the time when the weekly wage-earning capacity of such persons would probably, but for the injury, have increased, award compensation based on such probable weekly wage-earning capacity.

SPECIAL FUNDS

1. *Second injuries.*

Payment of compensation for second injury are made from a surplus fund.

2. *Surplus fund.*

Ten per cent of the money that is paid into the workmen's compensation fund shall be set aside for the creation of a surplus until such surplus shall amount to the sum of $50,000, after which time the sum of 5 per cent of all of the moneys paid into such workmen's compensation fund shall be credited to such surplus fund, until such time, as in the judgment of the bureau, such surplus shall be suffi-

ciently large to guarantee the workmen's compensation fund from year to year.

REHABILITATION

It is hereby declared to be the intent of this act to restore to industry those injured in the course of employment. The bureau shall accordingly assist industrial cripples to obtain appropriate training, education, and employment, and may cooperate with the Federal Board for Vocational Education for this purpose.

ADMINISTRATION

Workmen's compensation bureau and five compensation commissioners.

WORKMEN'S COMPENSATION LAW—OHIO

1924

MEDICAL BENEFITS

Medical and hospital service as commission deems proper. Maximum $200 except in unusual cases. The commission has authority to pay such additional amounts upon a satisfactory finding of facts being made and upon unanimous approval by the commission. The commission has full power to adopt rules and regulations with respect to whatever medical things and hospital service and medicine to injured employees and for the payment thereof.

TEMPORARY TOTAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages during disability. Maximum, $18.75 per week; minimum, $5 per week, or actual wages. Maximum period, 6 years; maximum amount, $3,750.

PERMANENT PARTIAL DISABILITY

In addition to temporary total compensation 66⅔ per cent of average weekly wages. Maximum, $18.75 per week; minimum, $5 per week, or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Hand	150
Arm	200
Foot	125
Leg	175

PERMANENT TOTAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages. Maximum, $18.75 per week; minimum, $5 per week, or actual wages; maximum period, until death.

The loss of both hands, or both arms, or both feet, or both legs, or both eyes, or any two thereof, shall prima facie constitute total and permanent disability.

1. *Occupational diseases.*

Included as listed in the act.

PREVIOUS DISABILITY
(Second injury)

When an employee who has suffered the loss of a hand, arm, foot, leg, or eye prior to the injury for which compensation is to be paid, and thereafter suffers the loss of any other of said members as the result of an injury sustained in the course of and arising out of his employment, the compensation to be paid by such employer shall be limited to the disability suffered in the subsequent injury. Additional compensation, if any, to be paid by the Industrial Commission of Ohio out of the surplus fund created by section 1465–54 of the General Code.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $18.75 per week.
Minimum, $5 per week, or actual wages.
Maximum period, total disability, life.

SPECIAL FUNDS

1. *Second injuries.*
Additional compensation for second major injuries constituting total disability paid from catastrophe fund.

2. *Maintenance for rehabilitation cases.*
None.

ADMINISTRATION

The industrial commission is in the department of industrial relations. The industrial commission consists of three members.

WORKMAN'S COMPENSATION LAW—OKLAHOMA

1923

MEDICAL BENEFITS

The employer shall promptly provide for an injured employee such medical, surgical, or other attendance or treatment, nurse and hospital service, medicine, crutches and apparatus as may be necessary, during 60 days after the injury or for such time in excess thereof as in the judgment of the commission may be required.

TEMPORARY TOTAL DISABILITY

Sixty-six and two-thirds per cent of the average weekly wages during the continuance thereof, but not in excess of 300 weeks except as otherwise provided in this act. Maximum, $18 per week; minimum, $8 per week, or actual wages.

PERMANENT PARTIAL DISABILITY

In the case of disability partial in character but permanent in quality, the compensation shall be 66⅔ per cent of the average weekly wages named in the schedule. Maximum, $18 per week; minimum. $8 per week, or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Hand	200
Arm	250
Foot	150
Leg	175

PERMANENT TOTAL DISABILITY

Sixty-six and two-thirds per cent of the average weekly wages during the continuance of said disability, not exceeding 500 weeks. Maximum, $18 per week; minimum, $8 per week, or actual wages. Loss of both hands, or both feet, or both legs, or both eyes, or any two thereof shall in the absence of conclusive proof to the contrary constitute total disability. In all other cases permanent total disability shall be determined in accordance with the facts.

PREVIOUS DISABILITY
(Second injury)

The fact that an employee has suffered a previous disability or received compensation thereafter shall not preclude him from compensation from a later injury; but in determining compensation for the latter injury his average weekly wages shall be such a sum as will reasonably represent his earning capacity at the time of the later injury.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $18 per week.
Minimum, $8 per week, or actual wages.
Maximum period, 500 weeks.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Industrial accident commission consisting of three members.

WORKMEN'S COMPENSATION LAW—OREGON

1927

MEDICAL BENEFITS

Medical, surgical, hospital services, and transportation. Maximum, $250.

The commission may grant additional service where the accident results in the loss of a leg or an arm that can be replaced to advantage with an artificial leg or arm, and the commission shall supply one of the best quality. The artificial members thus supplied remain the property of the State of Oregon and are so stamped and identified that it can not be sold by the possessor. The injured person has the right to select such artificial member, subject to the approval of the commission.

One purpose of this act is to restore the injured person as soon as possible and as nearly as possible to a condition of self-support and maintenance as an able-bodied workman. Final settlement shall not be made in any case until the commission is satisfied that such restoration is probably as complete as it can be made.

TEMPORARY TOTAL DISABILITY

Compensation equal to 40 per cent of wages, but not more than $55 per month. If married at the time of injury, compensation payments are based on the number of dependents, varying from 40 per cent of monthly wages to 66⅔ per cent of monthly wages.

Maximum, $97 per month.

Minimum, $30 per month, or actual wage.

PERMANENT PARTIAL DISABILITY

The sum of $25 per month for the period stated against such injury as follows:

For the loss of or for the permanent loss of use of—	Months
Hand at or above the wrist joint	76
Arm at or above elbow	96
Foot at or above ankle joint	64
Leg at or above knee joint	88

PERMANENT TOTAL DISABILITY

When permanent total disability results from the injury the workman shall receive monthly during the period of such disability:

If unmarried, $30 per month.

If married but no child under age of 16 years, the sum of $35 per month.

If the husband is not an invalid, the monthly payment of $35 shall be reduced to $30.

Monthly payments are increased by $8 per month for each child under 16 years of age.

PREVIOUS DISABILITY

(Second injury)

Subsequent permanent partial disability cases receive compensation on the basis of the combined injuries but the charge against the rating of the employer is made for the latter injury only.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $97 per month.

Minimum, $30 per month, or actual wages.

Total disability, life.

SPECIAL FUNDS

1. *Second injuries.*

Compensation payments for second injury cases that constitute total disability are paid from a special fund.

2. *Rehabilitation.*

There was created by chapter 4, Laws of 1921, a fund to be known as the rehabilitation fund, which transferred from the industrial accident fund to the rehabilitation fund $100,000.

The law provides that there shall be transferred to such fund monthly 2½ per cent of the total monthly receipts of the industrial accident commission from all sources.

Whenever the unexpended balance of the rehabilitation fund is greater than $75,000 the commission shall temporarily either reduce the percentage of the total monthly receipts to such fund or suspend such transfer.

The commission is authorized to make such rules and regulations for the vocational rehabilitation of men and women injured by accident arising out of and in the course of their employment while working under the protection of the workmen's compensation law. The commission is also authorized to expend as much of the rehabilitation fund as may be necessary to accomplish the vocational rehabilitation of men and women injured while under the protection of the workmen's compensation law.

ADMINISTRATION

Industrial accident commission, consisting of three members.

WORKMEN'S COMPENSATION LAW—PENNSYLVANIA

1927

MEDICAL BENEFITS

During the first 30 days after disability begins, the employer shall furnish reasonable surgical and medical services, medicines and supplies, as and when needed. The cost of such services, medicines and supplies shall not exceed $100. In addition to the above services, medicines and supplies, hospital treatment, services, and supplies shall be furnished by the employer for said period of 30 days.

TEMPORARY TOTAL DISABILITY

Sixty per cent of average weekly wages during disability. Maximum, $15 per week; minimum, $7 per week, or actual wages. Maximum period, 500 weeks, and maximum amount not more than $6,500.

PERMANENT PARTIAL DISABILITY

Sixty per cent of average weekly wages for all disabilities of the following classes: Maximum, $15 per week; minimum, $7 per week, or actual wages.

For the loss of or for the permanent loss of use of—	Weeks
Hand	175
Arm	215
Foot	150
Leg	215

PERMANENT TOTAL DISABILITY

Sixty per cent of average weekly wages. Maximum, $15 per week; minimum, $7 per week, or actual wages. Maximum period not longer than 500 weeks and not more than $6,500 unless the board shall otherwise determine the loss of both hands, or both arms, or both feet, or both legs, or both eyes as constituting total disability.

PREVIOUS DISABILITY

(Second injury)

No provision.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $15 per week.
Minimum, $7 per week, or actual wages.
Maximum period, 500 weeks.
Maximum amount, $6,500.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Bureau of workmen's compensation of the department of labor and industry.

WORKMEN'S COMPENSATION LAW—RHODE ISLAND

1926

MEDICAL BENEFITS

During first eight weeks after injury not to exceed $150.

TEMPORARY TOTAL AND PERMANENT TOTAL DISABILITY

While the incapacity for work resulting from the injury is total the employer shall pay the injured employee a weekly compensation *equal to one-half* of his average weekly wages, earnings, or salary, but *not more than $16 nor less than $7 a week;* and in no case shall the period covered by such compensation be greater than 500 weeks from the date of the injury nor the amount more than $5,000. In the following cases it shall, for the purpose of this section, be conclusively presumed that the injury resulted in permanent total disability; to wit, the total and irrecoverable loss of sight in both eyes, the loss of both feet at or above the ankle, the loss of both hands at or above the wrist, the loss of one hand and one foot, an injury to the spine resulting in the permanent and complete paralysis of the legs or arms, and an injury to the skull resulting in incurable imbecility or insanity.

Additional compensation.—In case of the following specified injuries the amounts named in this section shall be paid in addition to all other compensation provided for in this act.

(*a*) For the loss by severance of both hands at or above the wrist, or both feet at or above the ankle, or the loss of one hand and one foot, or the entire and irrecoverable loss of the sight of both eyes, one-half of the average weekly wages, earnings, or salary of the injured person, but not more than $10 nor less than $4 a week, for a period of 150 weeks.

PERMANENT PARTIAL DISABILITY

In addition to all other compensation for the loss by severance of hand, 80 weeks; arm, 100 weeks; foot, 70 weeks; leg, 100 weeks; one-half average weekly wage, but not more than $10 per week nor less than $4 per week.

PREVIOUS DISABILITY
(Second injury)

The fact that an employee has suffered a previous injury, or received compensation thereafter, shall not preclude compensation for a later injury, but in determining the compensation for the later injury his average weekly wages shall be such sum as will reasonably represent his weekly earning capacity at the time of the later injury in the employment in which he was working at such time and shall be arrived at according to and subject to the limitations of the provisions of (1224) section 13 (d).

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $16 and $10 per week.
Minimum, $7 and $4 per week, or actual wages.
Maximum period, 500 weeks.
Amount, not over $5,000.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Labor commissioner.

WORKMEN'S COMPENSATION LAW—SOUTH DAKOTA

1927

MEDICAL BENEFITS

Limited to 12 weeks and not more than $200.

TEMPORARY TOTAL DISABILITY

Fifty-five per cent of average weekly wages during disability. Maximum, $15 per week; minimum, $7.50 per week, or actual wages, not more than $3,000.

PERMANENT PARTIAL DISABILITY

In addition to compensation received during the period of temporary total disability:

For the loss of or for the permanent loss of use of—	Weeks
Hand	150
Arm	200
Foot	125
Leg	160

Subject to maximum and minimum amounts of $15 per week and $7.50 per week, or actual wages.

PERMANENT TOTAL DISABILITY

In the case of complete disability which renders the employee wholly and permanently incapable of work, 55 per cent of average weekly wages. Maximum, $15 per week; minimum, $7.50 per week, or actual wages, and limited in amount to $3,000.

The loss of both hands, or both arms, or both feet, or both legs, or both eyes, or of any two thereof, or complete and permanent paralysis or permanent loss of mental faculties, or any injury which totally incapacitates the employee from working at an occupation which brings him an income shall constitute total disability.

PREVIOUS DISABILITY

(Second injury)

No provision.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $15 per week.
Minimum, $7.50 per week, or actual wages.
Maximum amount, $3,000.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Industrial commissioner.

WORKMEN'S COMPENSATION LAW—TENNESSEE

1927

MEDICAL BENEFITS

Limit, $100. Period, 30 days.

TEMPORARY TOTAL DISABILITY

Fifty per cent of average weekly wages during disability. Maximum, $16 per week; minimum, $5 per week, or actual wages; maximum period, 300 weeks.

PERMANENT PARTIAL DISABILITY

In cases included in the following schedule the compensation shall be that named in the schedule, subject to a maximum of $16 per week and a minimum of $5 per week, or actual wages:

For the loss of or for the permanent loss of use of—	Weeks
Hand	150
Arm	200
Foot	125
Leg	175

PERMANENT TOTAL DISABILITY

For the loss of sight of both eyes, both arms at shoulder, permanent paralysis, or total and permanent loss of mental faculties, or any injury which totally incapacitates employee from work at any occupation which brings him an income, 50 per cent of average weekly wages, subject to the maximum of $16 per week and a minimum of $5 per week or actual wages, not to exceed 550 weeks, nor more than $5,000. After 400 weeks' payments not in excess of $5 per week up to and including 550 weeks.

PREVIOUS DISABILITY

(Second injury)

If an employee has previously sustained a permanent injury elsewhere than in the employment in which he sustains a permanent injury, he shall be entitled to compensation only for the disability which would have resulted from the later accident if the earlier injury had not existed, and such earlier injury shall not be considered

in using the compensation on the basis of either total or partial disability to which the employee may be entitled in this act.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $16 per week.
Minimum, $5 per week, or actual wages.
Maximum period, 550 weeks.
Maximum amount, $5,000.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

State insurance commissioner.

WORKMEN'S COMPENSATION LAW—TEXAS

1927

MEDICAL BENEFITS

Reasonable medical aid during first four weeks after injury. An additional two weeks may be allowed in hospital cases.

TEMPORARY TOTAL DISABILITY

Sixty per cent of average weekly wages during disability, subject to a maximum of $20 per week, and a minimum of $7 per week, or actual wages, not longer than 401 weeks from date of injury.

PERMANENT PARTIAL DISABILITY

For injuries enumerated in the schedule in lieu of all other compensation except medical aid, a weekly compensation equal to 60 per cent of average weekly wages subject to a maximum of $20 per week and a minimum of $7 per week, or actual wages.

For the loss of or permanent loss of use of—	Weeks
Hand	150
Arm	200
Foot	125
Leg at or above the knee	200

PERMANENT TOTAL DISABILITY

While the incapacity for work resulting from injuries is total, a weekly compensation equal to 60 per cent of average weekly wages, but not more than $20 per week, or less than $7 per week, and in no case shall the period covered by said compensation be greater than 401 weeks from the date of the injury.

NOTE.—No enumeration in the act specifying the type of disabilities that constitute total disability.

A schedule providing for loss of or loss of use of in the act as follows, subject to 60 per cent of average weekly wages and maximum and minimum provisions of the law:

	Weeks
For the loss of an eye and a leg above the knee	350
For the loss of an eye and an arm above the elbow	350
For the loss of an eye and a hand	125
For the loss of an eye and a foot	300

PREVIOUS DISABILITY

(Second injury)

If an employee who has suffered a previous injury shall suffer a subsequent injury which results in a condition of incapacity to which both injuries or their effects have contributed, association shall be liable because of such injury *only for the compensation to which the subsequent injury would have entitled the injured employee had there been no previous injury.*

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $20 per week.
Minimum, $7 per week, or actual wages.
Maximum period, 401 weeks.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance of rehabilitation cases.*
   None.

ADMINISTRATION

Industrial accident board consisting of three members.

WORKMEN'S COMPENSATION LAW—UTAH

1927

MEDICAL BENEFITS

The employer or insurance carrier, or the State insurance fund, shall in ordinary cases also be required to pay such a reasonable sum for medical, nurse, and hospital services, and for medicines and for such other artificial means and appliances as may be necessary to treat the patient as in the judgment of the commission may be just, not exceeding the sum of $500, provided that upon application to and investigation by the commission it shall find that in particular cases such an amount is insufficient, then and in such case the commission shall determine and fix such a reasonable amount as under all the circumstances shall be fair and just.

TEMPORARY TOTAL DISABILITY

Sixty per cent of average weekly wages during disability, subject to a maximum of $16 per week and a minimum of $7 per week, or actual wages, not in excess of six years or to exceed $5,000.

PERMANENT PARTIAL DISABILITY

In addition to compensation hereinbefore provided, subject to maximum of $15 per week and minimum of $7 per week, or actual wages:

For loss of or for permanent loss of use of—	Weeks
Hand	150
Arm at elbow	180
Arm at shoulder	200
Foot at ankle	125
Leg between knee and ankle	140
Leg at or close to hip joint to preclude use of artificial limb	180

PERMANENT TOTAL DISABILITY

In cases of permanent total disability the award shall be 60 per cent of the average weekly wages for five years from date of injury and thereafter 45 per cent of such average weekly wages until the death of such person so totally disabled, but not to exceed a maximum of $16 per week and not less than a minimum of $7 per week. The

loss of both hands, or both arms, or both feet, or both legs, or both eyes, or any two thereof shall constitute total and permanent disability.

PREVIOUS DISABILITY

(Second injury)

If an employee who has previously incurred permanent partial disability incurs a subsequent permanent partial disability, such that the compensation payable for the disability resulting from the combined injuries is greater than the compensation which, except for the preexisting disability, would be payable for the later injury, the employee shall receive compensation on the basis of the combined injuries, but the liability of his employer shall be for the later injury only and the remainder shall be paid out of a special fund.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $16 per week.

Minimum, $7 per week, or actual wages.

Maximum period total disability after 500 weeks, 45 per cent of average weekly wages until death, subject to maximum and minimum payments.

SPECIAL FUNDS

1. *Second injuries.*

In death cases in which there are no dependents the employer or insurance carrier shall pay into the State treasury a sum equal to 20 per cent of the usual death benefits.

The special fund is for the purpose of extending the period of compensation payments of subsequent major injuries that constitute total disability and for the purpose of extending compensation payments for total dependents who are still in need of care when the period ends.

2. *Maintenance for rehabilitation cases.*

None.

ADMINISTRATION

Industrial commission consisting of three members.

WORKMEN'S COMPENSATION LAW—VERMONT

1927

MEDICAL BENEFITS

Medical, surgical, and hospital service 14 days. Maximum, $150.

TEMPORARY TOTAL DISABILITY

Fifty per cent of average weekly wages during disability. Maximum, $15 per week; minimum, $6, or actual wages, not over $4,000, nor for more than 260 weeks.

PERMANENT PARTIAL DISABILITY

In addition to all other compensation, 50 per cent of average weekly wages, subject to the maximum and minimum payments.

For the loss of or for the permanent loss of use of—	Weeks
Hand at or below wrist	140
Arm at or above elbow	170
Foot at or above the ankle	120
Leg at or above the knee	170

PERMANENT TOTAL DISABILITY

Fifty per cent of average weekly wages.

Maximum, $15 per week.

Minimum, $6 per week, during continuance of disability, but not longer than 260 weeks, and shall not exceed the sum of $4,000.

The following injuries are to be deemed total and permanent: Loss of sight in both eyes, loss of both feet at or above ankle, loss of both hands at or above wrist, loss of one hand and one foot; an injury resulting in permanent complete paralysis of both legs or both arms, or one leg and one arm; an injury to the skull resulting in incurable imbecility or insanity.

PREVIOUS DISABILITY

(Second Injury)

No provision.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $15 per week.

Minimum, $6 per week, or actual wage.

Maximum period, 260 weeks.

Maximum amount, $4,000.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Commissioner of industries.

WORKMEN'S COMPENSATION LAW—VIRGINIA

1926

MEDICAL BENEFITS

Necessary medical, surgical, and hospital service for 60 days.

TEMPORARY TOTAL DISABILITY

Fifty per cent of average weekly wage during disability, subject to maximum of $12 per week and minimum of $6 per week, or actual wages, not longer than 500 weeks, or to exceed $4,500.

PERMANENT PARTIAL DISABILITY

Compensation is payable for a specified number of weeks as follows in lieu of all other compensation, subject to maximum and minimum provisions of the law:

For the loss of or permanent loss of use of—	Weeks
Hand	150
Arm	200
Foot	125
Leg at or above knee	175

PERMANENT TOTAL DISABILITY

Loss of or loss of use of both hands, both arms, both feet, both legs, or both eyes, or any two thereof, compensation subject to 50 per cent of average weekly wage.

Maximum, $12 per week.

Minimum, $6 per week, or actual wages.

Not more than 500 weeks, nor to exceed $4,500.

PREVIOUS DISABILITY

(Second injury)

If an employee has a permanent disability or has sustained another injury in employment other than that in which he received a subsequent permanent injury by accident, he shall be entitled to compensation only for the degree of incapacity resulting from the later accident as if the earlier disability or injury had not existed.

If an injured employee receives a permanent injury after having sustained another permanent injury in the same employment, he shall be entitled to compensation for both injuries, but the total compensation shall be paid by extending the period and not by increasing the amount of weekly compensation, and in no case exceeding 500 weeks.

When the previous and subsequent permanent injuries received in the same employment result in total disability, compensation shall be payable for permanent total disability, but payments made for the previous injury shall be deducted from the total payment of compensation due.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $12 per week.
Minimum, $6 per week, or actual wages.
Maximum amount, $4,500.
Maximum period, 500 weeks.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Industrial Commission of Virginia, three commissioners.

WORKMEN'S COMPENSATION LAW—WASHINGTON

1927

MEDICAL BENEFITS

The declared purpose of the medical aid act is to require the industries of the State to furnish medical, surgical, and hospital care to their injured workmen, the expense to be borne by such industry in proportion as it produces injury and creates expense.

Contributions to the medical aid fund are to be as provided in section 7676, rates to be subject to change as shown by experience with appeals in cases of grievances. Provision is made for surgical and hospital treatment, the expenses to be borne by the fund for the maintenance of first-aid kits, the supplying of artificial limbs, mechanical appliances, etc. Employers contributing to the fund may take one-half the amount required of them from the pay of their workmen.

TEMPORARY TOTAL DISABILITY

When the total disability is only temporary, the schedule of monthly payments during the first six months, or such lesser period of time as the total temporary disability shall continue, varies from $22.50 per month for injured workman whose husband is not an invalid, to injured workman with a wife or invalid husband and two children, or being a widow or widower and having two children, to $60 per month and $5 for each additional child. After six months compensation payments are the same as for permanent total disability.

PERMANENT PARTIAL DISABILITY

For the loss of or for the permanent loss of use of—	
Major hand at wrist	$1,920
Arm so near shoulder that artificial arm can not be worn	3,000
Major arm at or above elbow	2,280
One leg below knee	1,560
Leg at or above the knee so that artificial limb can be worn	2,280
Leg amputated so near the hip that artificial limb can not be worn	3,000
Foot at the ankle	1,560

PERMANENT TOTAL DISABILITY

If unmarried at the time of injury, the sum of $35 per month.

If the workman has a wife or invalid husband, but no child under the age of 16, the sum of $40.

If the husband is not an invalid, the monthly payment of $40 shall be reduced to $20 as long as they are living together as husband and wife.

If the workman has a wife or husband and a child or children under the age of 16 years, or being a widow or widower having no such child or children, the monthly payment provided in the preceding paragraph shall be increased to $12.50 for the youngest or only child, $7.50 for the next or second youngest child, and $5 for each additional child under the age of 16 years.

In the case of total permanent disability, if the character of the injury is such as to render the workman so physically helpless as to require the services of a constant attendant, the monthly payment to such workman shall be increased $25 per month so long as such requirement shall continue, but such increase shall not obtain or be operative while the workman is receiving care under or pursuant to any of the provisions of Sections 7712 to 7725, inclusive, of Remington's Compiled Statutes.

TOTAL PERMANENT DISABILITY

Loss of both legs, or arms, or one leg and one arm, loss of sight, or any other condition permanently incapacitating the workman from work at a gainful occupation.

PREVIOUS DISABILITY

(Second injury)

Should a further accident occur to a workman who has been previously the recipient of a lump-sum payment under this act, his future compensation shall be adjudged according to the other provisions of this section and with regard to the combined effect of his injuries and his past receipt of money under this act.

Should any further accident result in permanent total disability of such injured workman, he shall receive the compensation to which he would be entitled notwithstanding the payment of a lump sum for his prior injury.

MAXIMUM AND MINIMUM PAYMENTS

Monthly pension not based on wages.
Minimum, $35 per month.
No stated maximum.
Total disability, life.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

Division of industrial insurance.

WORKMEN'S COMPENSATION LAW—WEST VIRGINIA

1925

MEDICAL BENEFITS

Medical, surgical, and hospital treatment as may in the opinion of the commissioner be reasonably required, not, however, in any case to exceed the sum of $800.

The commissioner shall have authority in certain cases, where an employee has sustained a permanent disability and it has been so determined by the commissioner if in his opinion the percentage of the permanent disability can be materially reduced by medical, surgical, or hospital treatment, to expend an amount not to exceed the sum of $600 for such further medical, surgical, or hospital treatment regardless of any other provision in this act providing for payment for medical benefits.

TEMPORARY TOTAL DISABILITY

Sixty-six and two-thirds per cent average weekly wages not to exceed $16 per week or less than $8 per week, or actual wages for not more than 78 weeks.

PERMANENT PARTIAL DISABILITY

If the injury results in a total loss by severance, the percentage of disability shall be determined as follows, subject to maximum and minimum provisions of the law:

	Per cent	Weeks
Hand	50	200
Arm	60	240
Foot	35	140
Leg	60	240

PERMANENT TOTAL DISABILITY

If a disability from 85 to 100 per cent, 66⅔ per cent of average earnings during remainder of life, subject to maximum or $16 per week and minimum of $8 per week, or actual wages.

PREVIOUS DISABILITY

(Second injury)

No provision.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $16 per week.

Minimum, $8 per week, or actual wages.

Maximum period for disability, from 85 to 100 per cent during the remainder of life.

SPECIAL FUNDS

1. *Second injuries.*

None.

2. *Maintenance for rehabilitation cases.*

None.

ADMINISTRATION

State compensation commissioner.

WORKMEN'S COMPENSATION LAW—WISCONSIN

1927

MEDICAL BENEFITS

Such medical, surgical, and hospital treatment as may be reasonably required for 90 days immediately following the accident to cure and relieve from the effects of the injury and for such additional period of time as in the judgment of the commission will tend to lessen the period of compensation disability, or in the case of permanent total disability for such period of time as the commission may deem advisable, and in addition thereto such artificial members as may be reasonably necessary at the end of the healing period, the same to be provided by the employer.

TEMPORARY TOTAL DISABILITY

Sixty-five per cent of wages during disability. Maximum, four years' earnings based on maximum annual earnings of $1,400 and minimum earnings of $525.

MAJOR PERMANENT PARTIAL DISABILITY

The specified injuries described in the following schedule are declared to be major permanent partial injuries. The percentage assigned in such schedule shall represent the relation of the permanent disability in wage loss caused by such an injury to an employee aged 30 years when compared with an injury causing permanent total disability to an employee of the same yearly age group in addition to payments made during temporary total disability:

	Per cent
For the loss of a hand	33⅓
For the loss of arm at elbow	42½
For the loss of arm at shoulder	50
For the loss of foot at ankle	25
For the loss of leg at knee	42½
For the loss of leg at hip joint	50

PERMANENT TOTAL DISABILITY

Sixty-five per cent of average weekly earnings during the period of such total disability of from 280 to 1,000 weeks, depending on the age of the injured employee, subject to a maximum of $18.20

per week and a minimum of $6.83 per week; 1,000 weeks for all persons under 31 years of age. For each successive yearly age group beginning with 31 years the maximum limitation shall be reduced by 18 weeks until a minimum limit of 280 weeks shall be reached.

Total blindness of both eyes, or the loss of both arms at or near shoulder, or both legs at or near hip, or one arm at the shoulder and one leg at the hip, shall constitute permanent total disability.

This enumeration shall not be exclusive, but in other cases the commission shall find the facts.

PREVIOUS DISABILITY

If an employee has previously incurred permanent partial disability through the loss or total impairment of a hand, arm, foot, leg, or eye, and by subsequent accident incurs total permanent disability through the loss of another member, the employer's liability is for the subsequent injury only. Compensation for permanent total disability is paid from special fund.

MAXIMUM AND MINIMUM PAYMENTS

Maximum amount, $18.20 per week.
Minimum amount, $6.83 per week.
Maximum period, 1,000 weeks.

SPECIAL FUNDS

1. *Second injuries.*

In each case of loss or the total impairment of a hand, arm, foot, leg, or eye, the employer shall be required to pay the sum of $150 into the State treasury. The money paid into the State treasury pursuant to the foregoing subdivision with all accrued interest is hereby appropriated to the industrial commission for the discharge of all liability for special additional indemnity accruing under the subsection of special indemnity for second injuries.

2. *Maintenance for rehabilitation cases.*

In compensable cases maintenance for living expenses not in excess of $10 per week, nor for a period in excess of 20 weeks may be paid in addition to compensation, provided the disabled person begins a course of instruction within 60 days from the date of recovery from injury, or as soon as the State board for vocational education shall provide opportunity for his rehabilitation, and further provided that he continue in training with reasonable regularity as health and situation permit.

ADMINISTRATION

Industrial accident commission consisting of three members.

WORKMEN'S COMPENSATION LAW—WYOMING

1927

MEDICAL BENEFITS

Limited to $300 and paid only in cases of total and permanent partial disability.

TEMPORARY TOTAL DISABILITY

If married, $60 per month and $7.50 per month for each child under 16 years of age, limited to $90 per month.

If unmarried, $50 per month during continuance.

PERMANENT PARTIAL DISABILITY

Lump sum as specified:

For the loss of a hand	$1,000
For the loss of arm at or below elbow	1,200
For the loss of arm above elbow	1,500
For the loss of a foot	1,000
For the loss of a leg below knee	1,200
For the loss of leg above knee	1,500

PERMANENT TOTAL DISABILITY

When permanent total disability results from the injury the workman shall receive the sum of $4,000, but in every such case the amount for the injury shall be paid in monthly installments at the rate of $50 per month if the workman be unmarried at the time of the injury, and at the rate of $60 per month if the workman has a wife with whom he is living at the time of the injury.

For each boy under 16 years and each girl under 18 years of age, $120 per year. Total amount payable for children limited to $4,000.

PREVIOUS DISABILITY

(Second injury)

Compensation is determined by subtracting the disability caused by the prior injury from the whole disability caused by the subsequent injury.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $90 per month.

Minimum, $50 per month.

Maximum total, $8,000.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

District courts.

UNITED STATES CIVIL EMPLOYEES' COMPENSATION ACT

(Amended by act February 12, 1927)

MEDICAL BENEFITS

All services, appliances, and supplies prescribed or recommended by duly qualified physicians which, in the opinion of the commission, are likely to cure or to give relief or to reduce the degree or the period of disability or to aid in lessening the amount of the monthly compensation. Such services, appliances, and supplies shall be furnished by or upon the order of United States medical officers and hospitals, but where this is not practicable they shall be furnished by or upon the order of private physicians and hospitals designated or approved by the commission. For the securing of such services, appliances, and supplies the employee may be furnished transportation.

PERMANENT TOTAL AND TEMPORARY TOTAL DISABILITY

Sixty-six and two-thirds per cent of disabled employees monthly pay during such disability. Maximum, $116.66 per month, and a minimum of $58.33 per month, or actual wages.

PERMANENT PARTIAL DISABILITY

Sixty-six and two two-thirds per cent of wage loss. Maximum, $116.66 per month, and minimum of $58.33 per month, or actual wages.

PREVIOUS DISABILITY

(Second injury)

No provision.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $116.66.

Minimum, $58.33, or actual wages if less than minimum.

Monthly pay considered not to be more than $175 nor less than $87.50. In computing the monthly pay the usual practice of the service in which the employee was employed shall be followed. Subsistence and the value of quarters furnished an employee shall be

included as part of the pay, but overtime pay shall not be taken into account.

Annual and sick leave.—That if at the time the disability begins the employee has annual or sick leave to his credit he may, subject to the approval of the head of the department, use such leave until it is exhausted, in which case his compensation shall begin on the fourth day of disability after the annual or sick leave has ceased.

SPECIAL FUNDS

1. *Second injuries.*
   None.
2. *Maintenance for rehabilitation cases.*
   None.

ADMINISTRATION

United States Employees' Compensation Commission.

UNITED STATES LONGSHOREMEN'S AND HARBOR WORKERS' COMPENSATION ACT

1927

MEDICAL BENEFITS

Reasonable medical, surgical, and other attendance or treatment for such period as the nature of the injury or the process of recovery may require.

TEMPORARY TOTAL AND PERMANENT TOTAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages during the continuance of disability. Maximum, $25; minimum, $8, or actual wages; maximum account, $7,500.

PERMANENT PARTIAL DISABILITY

Sixty-six and two-thirds per cent of average weekly wages. Maximum, $25; minimum, $8, or actual wages.

For the loss of or permanent loss of use of—	Weeks
Hand	244
Arm	312
Foot	205
Leg	288

In the case of a temporary total disability and permanent partial disability both resulting from the same injury, if the temporary total disability continues for a longer period than the number of weeks set forth in the schedule, the period of temporary total disability in excess of such number of weeks shall be added to the compensation period provided in the schedule:

	Weeks
Hand	32
Arm	32
Foot	32
Leg	40

PREVIOUS DISABILITY

(Second injury)

If an employee receives an injury which of itself would only cause permanent partial disability, but which combined with a previous

disability does in fact cause permanent total disability, the employer shall provide the compensation only for the disability caused by the subsequent injury: *Provided, however*, That in addition to compensation for such permanent partial disability and after the cessation of the payments for the prescribed period of weeks, the employee shall be paid the remainder of compensation that would be due for permanent total disability. Such additional compensation shall be paid out of the special fund provided for that purpose.

MAXIMUM AND MINIMUM PAYMENTS

Maximum, $25 per week.
Minimum, $8 per week, or actual wages if less than $8 per week.
Maximum amount, $7,500.

SPECIAL FUNDS

1. *Second injuries.*
   Five hundred dollars in nondependent death cases.
2. *Maintenance for rehabilitation cases.*
   Five hundred dollars in nondependent death cases for the purpose of providing maintenance for employees undergoing vocational rehabilitation such additional compensation shall not exceed $10 a week.

ADMINISTRATION

United States Employees' Compensation Commission.

Section V

A COMPARISON OF THE PRINCIPAL SECTIONS OF COMPENSATION LAWS HAVING A DIRECT RELATION TO STATE VOCATIONAL REHABILITATION PROGRAMS. PARTS I AND II

The charts contained in the following pages are presented for the purpose of furnishing a ready reference for comparison of compensation laws in respect to those sections treated in this bulletin.

Part I of this chart shows "Medical and surgical aid," "Artificial appliances," "Temporary total disability," "Permanent partial disability," and "Permanent total disability."

Part II shows "Subsequent disability (second major injury)"; "Maximum and minimum weekly compensation, maximum amount and maximum period"; "Special funds—subsequent disability (second injury)—rehabilitation," and "Administration."

Section IV of this bulletin gives a complete analysis State by State of each of the sections summarized in the chart.

Comparison of principal sections of the workmen's compensation laws having a direct relation to State vocational rehabilitation programs

(Part I)[1]

State	Medical and surgical aid	Artificial appliances	Temporary total disability	Permanent partial disability	Permanent total disability
Alabama	Medical, surgical, and hospital treatment limited to 60 days, not to exceed $100.	No provision	50 to 60 per cent of average weekly wages during disability; maximum, $12 to $15 per week; minimum, $5 per week, or actual wages; not over 300 weeks.	50 to 60 per cent of average weekly wages; maximum, $12 to $15 per week; minimum, $5 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 150 weeks; arm, 200 weeks; foot, 125 weeks; leg, 175 weeks.	50 to 60 per cent of average weekly wages for 400 weeks; maximum, $12 to $15 per week; minimum, $5 per week, or actual wages. After 400 weeks compensation is reduced to $5 up to and including 550 weeks, not to exceed $5,000.
Arizona	Medical, surgical, and hospital treatment, 90 days; 1 year if commission directs. Employees pay one-half premium not to exceed $1 per month.	Artificial members as may be required.	65 per cent of average monthly wage during disability; not over 100 months. Additional allowance of $10 per month for dependents residing in United States.	In addition to compensation paid for temporary total disability, 55 per cent of average monthly wages. For the loss of or for the permanent loss of use of major hand, 50 months (216.2 weeks); minor hand, 40 months (173.1 weeks); major arm, 60 months (260 weeks); minor arm, 50 months (216 weeks); foot, 40 months (173.1 weeks); leg, 50 months (216 weeks).	65 per cent of average monthly wage during life.
California	Medical, surgical, and hospital treatment as may be reasonably required to cure and relieve from the effects of the injury.	do	65 per cent of average weekly wages during period of disability, consideration being given to the ability of the injured employee to compete in an open labor market, not to exceed 240 weeks, nor 3 years' earnings; maximum, $20.83 per week minimum, $4.17 per week, or actual wages.	The percentage of permanent partial disability to total disability shall be determined and disability payment computed and allowed as follows: 65 per cent of wages for periods proportionate to disability, then reduced rates for life if 70 per cent or more disabled.	65 per cent of wages for 240 weeks, thereafter 40 per cent for remainder of life; maximum, $20.83 per week; minimum, $4.17 per week, or actual wages.
Colorado	Medical, surgical, and hospital treatment 60 days from date of accident. Not more than $200 in value to cure and relieve from the effects of the injury. Dental treatment and services as may be reasonably necessary not to exceed $100 in value.	No provisions	50 per cent of average weekly wages during disability; maximum, $12 per week; minimum, $5 per week, or actual wages.	In addition to compensation paid for temporary total disability 50 per cent average weekly wages; maximum, $12 per week; minimum, $5 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 104 to 139 weeks; arm above elbow, 208 weeks; foot, 104 weeks; leg above knee, 139 to 208 weeks.	50 per cent average weekly wages for life; maximum, $12 per week; minimum, $5 per week, or actual wages.

[1] See p. 131 for Part II.

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Comparison of principal sections of the workmen's compensation laws having a direct relation to State vocational rehabilitation programs—Con.

State	Medical and surgical aid	Artificial appliances	Temporary total disability	Permanent partial disability	Permanent total disability
Connecticut	Medical and surgical aid or hospital service as long as necessary.	No provisions	50 per cent of average weekly wages during disability; maximum, $21 per week; minimum, $5 per week, or actual wages; maximum period, 520 weeks.	In addition to compensation paid for temporary total disability 50 per cent of average weekly wages; maximum, $21 per week; minimum, $5 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 175 weeks; arm, 208 weeks; foot, 156 weeks; leg, 208 weeks.	50 per cent of average weekly wages; maximum, $21 per week; minimum, $5 per week, or actual wages; maximum period, 520 weeks.
Delaware	Medical, surgical, and hospital treatment during the first 30 days after the injury, not to exceed $100. The board may in its discretion require the employer to furnish additional services for such further period as it shall be deemed right and proper.	do	50 per cent of average weekly wages during disability; maximum, $15 per week; minimum, $5 per week, or actual wages; not to exceed the sum of $4,000 nor more than 475 weeks.	50 per cent of average weekly wages; maximum, $15 per week; minimum, $5 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 158 weeks; arm, 194 weeks; foot, 135 weeks; leg, 194 weeks.	50 per cent of average weekly wages; maximum, $15 per week; minimum, $5 per week, or actual wages. Not to exceed the sum of $4,000 nor more than 475 weeks.
Georgia	Medical, surgical, and hospital treatment for not more than 30 days; cost not to exceed $100.	do	50 per cent of average weekly wages during disability; maximum, $15 per week; minimum, $4 per week, or actual wages; not to exceed the sum of $5,000 nor more than 350 weeks.	In lieu of all other compensation 50 per cent of average weekly wages; maximum, $15 per week; minimum, $4 per week, or actual wages. Ten weeks are allowed for healing period in addition to the compensation provided in the schedule. For the loss of or for the permanent loss of use of hand, 150 weeks; arm, 200 weeks; foot, 125 weeks; leg, 175 weeks.	50 per cent of average weekly wages; maximum, $15 per week; minimum, $4 per week, or actual wages. Not to exceed the sum of $5,000 nor more than 350 weeks.
Idaho	Medical, surgical, and all other attendance or treatment as may be required or requested by the employee immediately after an injury, and for a reasonable time thereafter. Hospital contract agreements permitted in lieu of the above.	No provision	55 to 60 per cent of average weekly wages during disability; maximum, $12 to $16 per week; minimum, $6 per week, or actual wages; not to exceed 400 weeks.	In addition to compensation paid for temporary total disability, 55 to 60 per cent of average weekly wages; maximum, $12 to $16 per week; minimum, $6 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 150 to 160 weeks; arm, 180 to 200 weeks; foot, 125 weeks; leg, 150 to 180 weeks.	55 to 60 per cent average weekly wages; maximum, $12 to $16 per week; minimum, $6 per week, or actual wages. Not to exceed 400 weeks, and thereafter a weekly compensation of $6 per week for life.

Illinois	Medical, surgical, and hospital services reasonably required to cure or relieve from the effects of the injury.	Artificial members as may be required.	50 to 65 per cent of average weekly wages during disability; maximum, $14 to $19 per week; minimum, $7.50 per week, or actual wages; not to exceed the sum of $3,750.	In addition to compensation paid for temporary total disability, 50 to 65 per cent of average weekly wage; maximum, $14 to $19 per week; minimum, $7.50 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 170 weeks; arm, 225 weeks; foot, 135 weeks; leg, 190 weeks.	50 to 65 per cent of earnings; maximum, $14 to $19 per week; minimum, $7.50 per week, or actual wages for a period of 8 years and thereafter a pension during life equal to 8 per cent of $3,750, payable monthly, but not less than $10 per month.
Indiana	Medical, surgical, and hospital treatment during first 30 days. The board may require additional treatment not to exceed 30 days.	No provision	55 per cent of average weekly wages during disability for a period not to exceed 500 weeks; maximum, $16.50 per week; minimum, $8.80 per week, or actual wages; maximum amount, $5,000.	55 per cent of average weekly wages for the period stated for the following injuries; maximum, $16.50 per week; minimum, $8.80 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 200 weeks; arm, 250 weeks; foot, 150 weeks; leg, 200 weeks.	55 per cent of average weekly wages for a period not to exceed 500 weeks; maximum, $16.50 per week; minimum, $8.80 per week, or actual wages; maximum amount, $5,000.
Iowa	Medical, surgical, and hospital services not exceeding 4 weeks. Maximum $100. In exceptional cases industrial commission shall order additional services not to exceed $100.	do	60 per cent of average weekly wages during disability; maximum, $15 per week; minimum, $6 per week, or actual wages; not over 300 weeks.	In lieu of all other compensation, 60 per cent of average weekly wages; maximum, $15 per week; minimum, $6 per week, or actual wages. For loss of or for the permanent loss of use of hand, 150 weeks; arm, 225 weeks; foot, 125 week; leg, 200 weeks.	60 per cent of average weekly wages during disability; maximum, $15 per week; minimum, $6 per week, or actual wages. Not over 400 weeks.
Kansas	Medical, surgical, and hospital treatment for 60 days. Not more than $100. In extreme cases the commission may, after proper showing, require the employer to provide additional medical services, not in excess of $100.	do	60 per cent of average weekly wages during disability; maximum, $18 per week; minimum, $6 per week, or actual wages; not more than 415 weeks.	60 per cent of average weekly wages; maximum, $18 per week; minimum, $6 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 150 weeks; arm, 210 weeks; foot, 125 weeks; leg, 200 weeks.	60 per cent of average weekly wages; maximum, $18 per week; minimum, $6 per week, or actual wages. For a period not to exceed 8 years.
Kentucky	Medical, surgical, and hospital treatment for 90 days; not more than $100. The board may extend period of treatment and grant an extension of expense not exceeding $300.	do	65 per cent of average weekly wages during disability; maximum, $15 per week; minimum, $5 per week, or actual wages; not longer than 8 years nor more than $6,000.	In lieu of all other compensation, 65 per cent of average weekly wages; maximum, $12 per week; minimum, $5 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 150 weeks; arm, 200 weeks; foot, 125 weeks; leg, 200 weeks.	65 per cent of average weekly wages during disability; maxmum, $15 per week; minimum, $5 per week, or actual wages. Not longer than 8 years nor more than $6,000.

Comparison of principal sections of the workmen's compensation laws having a direct relation to State vocational rehabilitation programs—Con.

State	Medical and surgical aid	Artificial appliances	Temporary total disability	Permanent partial disability	Permanent total disability
Louisiana	Medical, surgical, and hospital services not to exceed $250.	No provision	65 per cent of average weekly wages during disability; maximum, $20 per week; minimum, $3 per week, or actual wages; maximum period, 300 weeks.	In lieu of all other compensation 65 per cent of average weekly wages; maximum, $20 per week; minimum, $3 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 150 weeks; arm, 200 weeks; foot, 125 weeks; leg, 175 weeks.	65 per cent average weekly wages; maximum, $20 per week; minimum, $3 per week, or actual wages; maximum period, 400 weeks.
Maine	Medical, surgical, and hospital services for 30 days, limited in amount to $100 unless a longer period or greater sum is allowed by the commission.	do	66⅔ per cent of average weekly wages during disability; maximum, $18 per week; minimum, $6 per week, or actual wages. Not over 500 weeks nor more than $6,000.	66⅔ per cent of average weekly wages; maximum, $18 per week; minimum, $6 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 125 weeks; arm, 150 weeks; foot, 125 weeks; leg, 150 weeks.	66⅔ per cent of average weekly wages during disability; maximum, $18 per week; minimum, $6 per week, or actual wages; maximum period, 500 weeks; maximum amount, $6,000.
Maryland	Medical, surgical, or other attendance or treatment, including artificial appliance, as may be required by the commission, not to exceed $500.	Artificial members as may be required.	66⅔ per cent of average weekly wages during disability; maximum, $18 per week; minimum, $8 per week, or actual wages. Not more than 6 years nor to exceed $3,750.	In addition to compensation paid for temporary total disability, 66⅔ per cent of average weekly wages; maximum, $18 per week; minimum, $8 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 150 weeks; arm, 200 weeks; foot, 150 weeks; leg, 175 weeks.	66⅔ per cent average weekly wages during continuance of total disability; maximum, $18 per week; minimum, $8 per week, or actual wages. Not to exceed $5,000.
Massachusetts	Medical, surgical, and hospital treatment during the first two weeks after injury. In unusual cases, in the discretion of the board, for a longer period.	do	66⅔ per cent of average weekly wages during disability; maximum, $18 per week; minimum, $9 per week, or actual wages. Not longer than 500 weeks nor more than $4,500.	In the case of the following specified injuries the amount hereinafter named shall be paid in addition to all other compensation: For the loss by severance of either hand at or above the wrist, either foot at or above the ankle, two-thirds of average weekly wages. For each hand or foot so severed, but not more than $10 nor less than $4 for a period of 50 weeks.	In the case of the following specified injuries the amounts hereinafter named shall be paid in addition to all other compensation for the loss by severance of both hands at or above wrist, both feet at or above ankle, or the loss of one hand and one foot, or the reduction of one-tenth of normal vision in both eyes with glasses two-thirds of average weekly wages of the injured person but not more than $10 nor less than $4 per week for a period of 100 weeks.

Michigan	Medical, surgical, and hospital treatment during 90 days after the injury.	No provision	66⅔ per cent of average weekly wages during disability; maximum, $18 per week; minimum, $7 per week, or actual wages. Not more than 500 weeks nor more than $9,000.	In lieu of all other compensation, 66⅔ per cent of average weekly wages; maximum, $18 per week; minimum, $7 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 150 weeks; arm, 200 weeks; foot, 125 weeks; leg, 175 weeks.	66⅔ per cent of average weekly wages during disability; maximum, $18 per week; minimum, $7 per week or actual wages; maximum period, 500 weeks; maximum amount, $9,000.
Minnesota	Medical, surgical, and hospital treatment during disability not to exceed 90 days, provided that upon request by employee said period of 90 days may be extended by the industrial commission for further treatment necessary to cure and relieve from the effects of the injury for such further time as is just under the facts shown.	Artificial members as may be required.	66⅔ per cent of average daily wage at time of injury during disability; maximum, $20 per week; minimum, $8 per week, or actual wages. Not to exceed 300 weeks.	66⅔ per cent of daily wage at time of injury. Compensation paid during healing period not to exceed 15 weeks but may in the discretion of the commission be extended to 25 weeks and in addition thereto compensation named in schedule. For the loss of or for the permanent loss of use of hand, 150 to 175 weeks; arm, 200 weeks; foot, 125 to 150 weeks; leg, 175 to 200 weeks.	66⅔ per cent of daily wage subject to the maximum of $20 per week and minimum of $8 per week, or actual wages; maximum amount, $10,000.
Missouri	Medical, surgical, and hospital treatment for 60 days not to exceed the sum of $250. Commission may extend additional medical services as may be necessary for a period of one year.	No provision	66⅔ per cent of average weekly wage during disability; maximum, $20 per week; minimum, $6 per week, or actual wages. Not more than 400 weeks.	In lieu of all other compensation for the periods provided in the schedule, subject to a maximum of $20 per week and a minimum of $6 per week or actual wages. For the loss of or for the permanent loss of use of hand, 160 to 175 weeks; arm between elbow and wrist, 180 to 200 weeks; arm between shoulder and elbow, 200 to 222 weeks; arm at shoulder, 212 to 232 weeks; foot, 150 weeks; leg, 155 to 207 weeks.	66⅔ per cent of average weekly wages during 300 weeks and thereafter on the basis of 25 per cent of annual earnings for life; maximum, $20 per week; minimum, $6 per week or actual wages.
Montana	Medical, surgical, and hospital services for six months; not to exceed the sum $500. Hospital contracts authorized in lieu thereof.	do	50 per cent of average weekly wages during disability; maximum, $15 per week; minimum, $7 per week, or actual wages. Not to exceed 300 weeks.	The following specified injuries are compensated in lieu of any other compensation, 50 per cent of average weekly wages; maximum, $15 per week; minimum, $7 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 150 to 160 weeks; arm, 180 to 200 weeks; foot, 125 weeks; leg, 140 to 200 weeks.	50 per cent of average weekly wages; maximum, $15 per week; minimum, $7 per week, or actual wages. Not to exceed 500 weeks from date of injury.

Comparison of principal sections of the workmen's compensation laws having a direct relation to State vocational rehabilitation programs—Con.

State	Medical and surgical aid	Artificial appliances	Temporary total disability	Permanent partial disability	Permanent total disability
Nebraska	Medical, surgical, and hospital services subject to the approval of the compensation commissioner. In cases of injury requiring dismemberment or injuries involving major surgical operation the employee may designate to his employer the physican or surgeon to perform the operation.	No provision	66⅔ per cent of average weekly wages during disability; maximum, $15 per week; minimum, $6 per week, or actual wages. Not to exceed 300 weeks.	In addition to compensation paid for temporary total disability, 66⅔ per cent of average weekly wages; maximum, $15 per week; minimum, $6 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 175 weeks; arm, 225 weeks; foot, 150 weeks; leg, 215 weeks.	66⅔ per cent of average weekly wages, but not more than $15 per week nor less than $6 per week for the first 300 weeks. After the first 300 weeks of total disability for the remainder of life of the employee 45 per cent of average weekly wages received at the time of the injury but compensation shall not be more than $12 per week nor less than $4.50 per week.
Nevada	Medical, surgical, and hospital treatment for 6 months, which may be extended to one year by the commission. Employees pay one-half of premium, not to exceed $1 per month.	Artificial members as may be required.	60 per cent of average monthly wages during disability; maximum, $72 per month; minimum, $30 per month, or actual wages. Not to exceed 100 months nor more than $7,200. If there are persons who are residents in the United States totally dependent on employee $10 per month is allowed for such dependents during such disability.	In addition to compensation paid for temporary total disability, 50 per cent of average monthly wages; maximum, $60 per month; minimum, $30 per month, or actual wages. For the loss of or for the permanent loss of use of hand, 173.1 to 216.2 weeks; arm, 216.2 to 260 weeks; foot, 173.1 weeks; leg, 216.2 weeks.	60 per cent of average monthly wages; maximum, $60 per month; minimum, $30 per month during life of the injured person. If the injured person requires the services of a constant attendant, an additional allowance of $30 per month.
New Hampshire	Medical, surgical, and hospital service 14 days.	No provision	50 per cent of average weekly wages during disability; maximum, $15 per week. Not longer than 300 weeks.	In lieu of all other compensation 50 per cent of average weekly wages; maximum, $15 per week; minimum, no provision. Not longer than 300 weeks. No provision in the act for which compensation is payable for specific injuries.	50 per cent of average weekly wages during disability; maximum, $15 per week; minimum, no provision. Not longer than 300 weeks.

New Jersey	Medical, surgical, and hospital services, maximum $100. In unusual cases the bureau may extend the services that are necessary to cure and relieve the workman from the effects of the injury and to restore the functions of the injured member or organ where such restoration is possible.	do	66⅔ per cent of average weekly wages during disability; maximum, $17 per week; minimum, $8 per week, or actual wages. Not more than 300 weeks.	In addition to compensation paid for temporary total disability 66⅔ per cent of average weekly wages; maximum, $17 per week; minimum, $8 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 150 weeks; arm, 200 weeks; foot, 125 weeks; leg, 175 weeks.	66⅔ per cent of average weekly wages; maximum, $17 per week; minimum, $8 per week, or actual wages. For a period of 400 weeks.
New Mexico	Medical, surgical, and hospital services during first 10 days after injury; maximum amount, $150.	do	50 per cent of average weekly wages during disability; maximum, $12 per week; minimum, $6 per week, or actual wages; maximum period, 520 weeks.	In addition to compensation paid for temporary total disability, 50 per cent of average weekly wages; maximum, $12 per week; minimum, $6 per week, or actual wages. For period named in schedule. For the loss of or for the permanent loss of use of hand, 100 to 110 weeks; arm, 120 to 150 weeks; foot, 100 weeks; leg, 110 to 140 weeks.	50 per cent of average weekly wages during disability; maximum, $12 per week; minimum, $6 per week, or actual wages; maximum period, 520 weeks.
New York	Medical, surgical, and hospital treatment for such period as the nature of the injury or the process of recovery may require.	do	66⅔ per cent of average weekly wages during disability; maximum, $25 per week; minimum, $8 per week, or actual wages. Not more than $5,000.	66⅔ per cent of average weekly wages; maximum, $20 per week; minimum, $8 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 244 weeks; arm, 312 weeks; foot, 205 weeks; leg, 288 weeks.	66⅔ per cent of average weekly wages during continuance; maximum, $25 per week; minimum, $8 per week, or actual wages; maximum period, life.
North Dakota	Medical, surgical, and hospital services as the nature of the injury may require.	do	66⅔ per cent of average weekly wages during disability; maximum, $20 per week; minimum, $6 per week, or actual wages; maximum amount, $15,000.	66⅔ per cent of average weekly wages; maximum, $20 per week; minimum, $6 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 195 weeks; arm, 213.5–234 weeks; foot, 136.5 weeks; leg, 195–234 weeks.	66⅔ per cent of average weekly wages during disability; maximum, $20 per week; minimum, $6 per week, or actual wages; maximum period, life. maximum amount, $15,000.
Ohio	Medical, surgical, and hospital service; maximum $200, except in unusual cases. The commission has authority to pay such additional amounts upon a satisfactory finding of facts being made and upon unanimous approval by the commission.	do	66⅔ per cent of average weekly wages during disability; maximum, $18.75 per week; minimum, $5 per week, or actual wages; maximum period, 6 years; maximum amount, $3,750.	In addition to compensation paid for temporary total disability, 66⅔ per cent of average weekly wages; maximum, $18.75 per week; minimum, $5 per week or actual wages. For the loss of or for the permanent loss of use of hand, 150 weeks; arm, 200 weeks; foot, 125 weeks; leg, 175 weeks.	66⅔ per cent of average weekly wages during disability; maximum, $18.75 per week; minimum, $5 per week, or actual wages; maximum period, life.

Comparison of principal sections of the workmen's compensation laws having a direct relation to State vocational rehabilitation programs—Con.

State	Medical and surgical aid	Artificial appliances	Temporary total disability	Permanent partial disability	Permanent total disability
Oklahoma	Medical, surgical, or other treatment during 60 days after the injury. In unusual cases additional services at the discretion of the commission.	No provision	66⅔ per cent of average weekly wages during disability; maximum, $18 per week; minimum, $8 per week, or actual wages. Not more than 300 weeks.	In lieu of all other compensation, 66⅔ per cent of average weekly wages; maximum, $18 per week; minimum, $8 per week, or actual wages for the periods named in the schedule. For the loss of or for the permanent loss of use of hand, 200 weeks; arm, 250 weeks; foot, 150 weeks; leg, 175 weeks.	66⅔ per cent of average weekly wages during disability; maximum, $18 per week; minimum, $8 per week, or actual wages; maximum period, 500 weeks.
Oregon	Medical, surgical, and hospital services and transportation; maximum, $250. Commission may grant additional services that are necessary to cure and relieve the workman from the effects of the injury and to restore the function of the injured member or organ where such restoration is possible.	Artificial members as may be required.	If unmarried, compensation equal to 40 per cent of wage but not more than $55 per month. If married at the time of injury, compensation payments are based on the number of dependents varying from 40 per cent to 66⅔ per cent of monthly wages; maximum, $97 per month; minimum, $30 per month, or actual wages.	The sum of $25 per month for the period stated against such injury. For the loss of or for the permanent loss or use of hand at or above wrist joint, 76 months (329 weeks); arm at or above elbow, 96 months (416 weeks); foot at or above ankle 64 months (277 weeks); leg at or above knee joint, 88 months (381 weeks).	If unmarried, $30 per month. If married but no children under age of 16 years, $35 per month. If husband is not an invalid, monthly payments of $35 shall be reduced to $30 per month. Monthly payments are increased by $8 per month for each child under 16 years of age. Maximum period, life.
Pennsylvania	During the first 30 days the employer must furnish reasonable surgical and medical services, medicine, and supplies, as needed, maximum cost, $100. In addition, employer must furnish hospital treatment and supplies during the same period, the cost thereof to be limited to prevailing charges.	No provision	60 per cent average weekly wages during disability; maximum, $15 per week; minimum, $6 per week, or actual wages. Not longer than 500 weeks nor more than $6,500.	In lieu of all other compensation, 60 per cent of average weekly wages; maximum, $15 per week; minimum, $6 per week, or actual wages, for all disabilities of the following classes: For the loss of or for the permanent loss of use of hand, 175 weeks; arm, 215 weeks; foot, 150 weeks; leg, 215 weeks.	60 per cent of average weekly wages during disability; maximum, $15 per week; minimum, $6 per week, or actual wages; maximum period, 500 weeks; maximum amount, $6,500.
Rhode Island	Medical, surgical, and hospistal services during first 8 weeks after injury, not to exceed $150.	do	50 per cent of average weekly wages during disability; maximum, $16 per week; minimum, $7 per week, or or actual wages. Not longer than 500 weeks nor more than $5,000.	In addition to all other compensation 50 per cent of average weekly earnings, but in no case more than $10 nor less than $4 a week. For the loss by severance of hand, 80 weeks; arm, 100 weeks; foot, 70 weeks; leg, 100 weeks.	50 per cent of average weekly wages during disability; maximum, $16 per week; minimum, $7 per week, or actual wages; maximum period, 500, weeks; maximum amount, $5,000

					Specified injuries: In addition to all other compensation, 50 per cent of average weekly earnings, but in no case more than $10 nor less than $4 per week. For the loss by severance of both hands at or above wrist, 150 weeks; both feet at or above ankle, 150 weeks; or of one hand and one foot, 150 weeks.
South Dakota	Medical, surgical, and hospital services for a period of 12 weeks and not more than $200.	do	55 per cent of average weekly wages during disability; maximum, $15 per week; minimum, $7.50 per week, or actual wages; maximum amount, $3,000.	In addition to compensation paid for temporary total disability; maximum, $15 per week; minimum, $7.50 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 150 weeks; arm, 200 weeks; foot, 125 weeks; leg, 160 weeks.	55 per cent of average weekly wages during disability; maximum, $15 per week; minimum, $7.50 per week or actual wages; maximum period, 6 years; maximum amount, $3,000.
Tennessee	Medical, surgical, and hospital treatment for a period of 30 days and not more than $100.	do	50 per cent of average weekly wages during disability; maximum, $16 per week; minimum, $5 per week, or actual wages; maximum period, 300 weeks.	In lieu of all other compensation, 50 per cent of average weekly wages; maximum, $16 per week; minimum, $5 per week, or actual wages, for period named in schedule. For the loss of or for the permanent loss of use of hand, 150 weeks; arm, 200 weeks; foot, 125 weeks; leg, 175 weeks.	50 per cent of average weekly wages during disability; maximum, $16 per week; minimum, $5 per week, or actual wages; maximum period, 550 weeks, nor more than $5,000. After 400 weeks payments not to exceed $5 per week up to and including 550 weeks.
Texas	Medical, surgical, and hospital service first 4 weeks after injury. Additional 2 weeks may be allowed in hospital cases.	No provision	60 per cent of average weekly wages during disability; maximum, $20 per week; minimum, $7 per week, or actual wages; not to exceed 401 weeks.	In lieu of all other compensation, except medical aid, 60 per cent of average weekly wages; maximum, $20 per week; minimum, $7 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 150 weeks; arm, 200 weeks; foot, 125 weeks; leg, 200 weeks.	60 per cent of average weekly wages during disability; maximum, $20 per week; minimum, $7 per week, or actual wages; maximum period, 401 weeks.
Utah	Medical, surgical, and hospital treatment, not to exceed the sum of $500, provided that upon application to and investigation by the commission it shall find that in particular cases such an amount is insufficient, the commission shall determine and fix a reasonable amount as under all the circumstances shall be fair and just.	Artificial members as may be required.	60 per cent of average weekly wages during disability; maximum, $16 per week; minimum, $7 per week, or actual wages; maximum period, 6 years; maximum amount, $5,000.	In addition to compensation paid for temporary total disability, 60 per cent average weekly wages; maximum, $16 per week; minimum, $7 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 150 weeks; arm, 180 to 200 weeks; foot, 125 weeks; leg, 140 to 180 weeks.	60 per cent of average weekly wages for 5 years from date of injury and thereafter 45 per cent of average weekly wages for life; maximum, $16 per week; minimum, $7 per week, or actual wages; maximum period, life.

Comparison of principal sections of the workmen's compensation laws having a direct relation to State vocational rehabilitation programs—Con.

State	Medical and surgical aid	Artificial appliances	Temporary total disability	Permanent partial disability	Permanent total disability
Vermont	Medical, surgical, and hospital services 14 days, not to exceed $150.	No provision	50 per cent of average weekly wages during disability; maximum, $15 per week; minimum, $6 per week, or actual wages; not more than 260 weeks nor over $4,000.	In addition to compensation paid for temporary total disability, 50 per cent of average weekly wages; maximum, $15 per week; minimum, $6 per week, or actual wages; for the loss of or for the permanent loss of use of hand, 140 weeks; arm, 170 weeks; foot, 120 weeks; leg, 170 weeks.	50 per cent of average weekly wages during disability; maximum, $15 per week; minimum, $6 per week, or actual wages; maximum period, 260 weeks; maximum amount, $4,000.
Virginia	Medical, surgical, and hospital service for 60 days.	do	50 per cent of average weekly wages during disability; maximum, $12 per week; minimum, $6 per week, or actual wages; not over 500 weeks nor more than $4,500.	In lieu of all other compensation, compensation is payable for a specified number of weeks; maximum, $12 per week; minimum, $6 per week, or actual wages; for the loss of or for the permanent loss of use of hand, 150 weeks; arm, 200 weeks; foot, 125 weeks; leg, 175 weeks.	50 per cent of average weekly wages during disability; maximum, $12 per week; minimum, $6 per week, or actual wages; maximum period, 500 weeks; maximum amount, $4,500.
Washington	Medical aid fund. Medical, surgical, and hospital services and transportation as may be reasonably required to cure and relieve from the effects of the injury. Employers contributing to the fund may deduct one-half the amount required of them from the pay of their workmen.	Artificial members as may be required.	When the total disability is only temporary the schedule of monthly payments during the first six months, or such lesser period of time as the total temporary disability shall continue, varies from $22.50 per month for injured workman whose husband is not an invalid, to $60 per month and $5 for each additional child, being a widow or widower and having two children. After six months' compensation payments are the same as for permanent total disability.	Specific lump sums; for the loss of or for the permanent loss of use of hand at wrist, $1,920; arm at or above elbow, $2,280; arm near shoulder, $3,000; foot, $1,560; leg at or above knee, $2,280; leg near hip, $3,000.	Compensation paid during disability as follows: If unmarried at the time of injury, $35 per month; if the workman has a wife or invalid husband but no child under the age of 16, the sum of $40 per month. Compensation increased to $12.50 for the youngest or only child, $7.50 for the next or second youngest child, and $5 for each additional child under the age of 16 years. If a constant attendant is required, monthly payment increased $25 so long as necessary.

West Virginia	Medical, surgical, and hospital treatment not to exceed the sum of $800. The commissioner shall have authority in certain cases where an employee has sustained a permanent disability and it has been so determined by the commissioner if in his opinion the percentage of permanent disability can be materially reduced by further medical, surgical, or hospital treatment, expend an additional amount not to exceed the amount of $600.	No provision	66⅔ per cent of average weekly wages during disability; maximum, $16 per week; minimum, $8 per week, or actual wages; maximum period, 78 weeks.	In lieu of all other compensation, 66⅔ per cent of average weekly wages; maximum, $16 per week; minimum, $8 per week, or actual wages. The percentage of disability shall be determined as follows: Hand, 50 per cent, 200 week; arm, 60 per cent, 240 weeks; foot, 35 per cent, 140 weeks; leg, 45 per cent, 180 weeks.	For a disability from 85 to 100 per cent, 66⅔ per cent of average weekly wages during remainder of life; maximum, $16 per week; minimum, $8 per week, or actual wages.
Wisconsin	Medical, surgical, and hospital treatment as may be reasonably required for 90 days to cure and relieve from the effects of the injury and for such additional period of time as in the judgment of the commission will tend to lessen the period of compensation disability, or in the case of permanent total disability for such period of time as the commission may deem advisable.	Artificial members as may be required.	65 per cent of average weekly wages during disability; maximum, 4 years earnings based on maximum annual earnings of $1,400, and minimum earnings of $525.	Major permanent partial disability: The percentage assigned in the schedule shall represent the relation of the permanent disability in wage loss caused by such an injury to an employee aged 30 years when compared with an injury causing permanent total disability to an employee of the same yearly age group in addition to payments made during temporary total disability. For the loss of or for the permanent loss of use of hand, 33⅓ per cent, 333⅓ weeks; arm at elbow, 42½ per cent, 425 weeks; arm at shoulder, 50 per cent, 500 weeks; foot at ankle, 25 per cent, 250 weeks; leg at knee, 42½ per cent, 425 weeks; leg at hip, 50 per cent, 500 weeks.	65 per cent of average weekly earnings during period of total disability of from 280 to 1,000 weeks, depending on the age of the injured employee, subject to a maximum of $18.20 and a minimum of $6.83 per week; 1,000 weeks for all persons under 31 years of age. For each successive yearly age group beginning with 31 years, the maximum limitation shall be reduced by 18 weeks until a minimum limit of 280 weeks shall be reached.

Comparison of principal sections of the workmen's compensation laws having a direct relation to State vocational rehabilitation programs—Con.

State	Medical and surgical aid	Artificial appliances	Temporary total disability	Permanent partial disability	Permanent total disability
Wyoming	Medical, surgical, and hospital treatment limited to $300.	No provision	If unmarried, $50 per month during disability. If married, $60 per month and $7.50 per month for each child under 16 years of age. Maximum, $90 per month; maximum amount, $8,000.	Lump sum as specified. For the loss of or for the permanent loss of use of hand, $1,000; arm at or below elbow, $1,200; arm above elbow, $1,500; foot, $1,000; leg below knee, $1,200; leg above knee, $1,500.	When permanent total disability results from the injury the workman shall receive the sum of $4,000, but in every such case the amount for the injury shall be paid in monthly installments at the rate of $50 per month if the workman be unmarried at time of injury and at rate of $60 per month if workman has a wife with whom he is living at the time of injury. For each boy under 16 years and each girl under 18 years of age, $120 per year. Total amount payable for children limited to $4,000.
United States civil employees.	All services, appliances, and supplies, prescribed or recommended by duly qualified physicians, which in the opinion of the commission are likely to cure, or give relief, or to reduce the degree or the period of disability, or to aid in lessening the amount of monthly compensation.	do	66⅔ per cent of disabled employee's monthly pay during such disability; maximum, $116.66 per month; minimum, $58.33 per month, or actual wages.	No schedule in the act providing for specified injuries; 66⅔ per cent of wage loss, subject to maximum of $116.66 per month, and minimum of $58.33 per month, or actual wages.	66⅔ per cent of disabled employee's monthly pay during disability; maximum of $116.66 per month; minimum of $58.33 per month, or actual wages.
United States longshoremen and harbor workers.	Medical, surgical, and other attendance or treatment for such period as the nature of the injury or the progress of recovery may require.	do	66⅔ per cent of average weekly wages during the continuance of disability; maximum, $25 per week; minimum, $8 per week, or actual wages; maximum amount, $7,500.	66⅔ per cent of average weekly wages; maximum, $25 per week; minimum, $8 per week, or actual wages. For the loss of or for the permanent loss of use of hand, 244 weeks; arm, 312 weeks; foot, 205 weeks; leg, 288 weeks.	66⅔ per cent of average weekly wages during continuance of disability; maximum, $25 per week; minimum, $8 per week, or actual wages; maximum amount, $7,500.

Comparison of principal sections of the workmen's compensation laws having a direct relation to State vocational rehabilitation programs

(Part II)

State	Subsequent disability (second major injury)	Maximum and minimum weekly compensation, maximum amount and maximum period	Special funds		Administration
			Subsequent disability (second injury)	Rehabilitation	
Alabama	Compensation is paid for three-fourths of the amount provided for permanent total disability cases less the amount of compensation received for previous disability.	Maximum, $12 to $15 per week, according to the number of dependents; minimum, $5 per week, or actual wage; maximum period, 550 weeks; maximum amount, $5,000.	None	None	Courts: Limited supervision by compensation commissioner.
Arizona	The percentage of disability for a subsequent injury shall be determined by computing the percentage of the entire disability and deducting therefrom the percentage of the previous disability as it existed at the time of the subsequent injury.	No provision in the act	do	In death cases in which there are no dependents $850 is paid into the compensation fund to provide additional awards for vocational rehabilitation.	Industrial accident commission consisting of 3 members.
California	The percentage of permanent disability caused by an injury shall be so computed as to cover the permanent disability caused by that particular injury without reference to any injury previously suffered or any permanent disability caused thereby.	Maximum, $20.83 per week; minimum, $4.17 per week, or actual wages; maximum period, total disability, life.	do	None	Do.
Colorado	Second major injury: Loss of subsequent hand schedule number of weeks plus 50 per cent; loss of subsequent arm twice the number of schedule weeks; loss of subsequent foot schedule number of weeks plus 25 per cent; loss of subsequent leg schedule number of weeks plus 50 per cent.	Maximum, $12 per week; minimum, $5 per week, or actual wages; maximum period, total disability, life.	do	do	Industrial commission consisting of 3 members.
Connecticut	Compensation is paid only for the subsequent disability.	Maximum, $21 per week; minimum, $5 per week, or actual wages; maximum period, 520 weeks.	do	do	5 compensation commissioners.

Comparison of principal sections of the workmen's compensation laws having a direct relation to State vocational rehabilitation programs—Con.

State	Subsequent disability (second major injury)	Maximum and minimum weekly compensation, maximum amount and maximum period	Special funds		Administration
			Subsequent disability (second injury)	Rehabilitation	
Delaware	If second injury is sustained in another employment, compensation is paid only for subsequent injury.	Maximum, $15 per week; minimum, $5 per week, or actual wages; maximum period, 475 weeks; maximum amount, $4,000.	None	None	Industrial accident board consisting of 3 members.
Georgia	When subsequent injury is received in the same employment resulting in total disability, compensation shall be payable for permanent total disability, but payment made for the previous injury shall be deducted from total payment of compensation due.	Maximum, $15 per week; minimum, $4 per week, or actual wages; maximum period, 350 weeks; maximum amount, $5,000.	do	do	Industrial commission consisting of commissioner of commerce and labor, chairman, and 3 commissioners.
Idaho	The employer shall only be liable for the permanent partial disability caused by the subsequent injury. The disabled employee shall be paid by the industrial accident board out of the funds in the special indemnity fund the remainder of the compensation due the injured employee for permanent total disability.	Maximum, $12 to $16 per week; minimum, $6 per week, or actual wages; maximum period, total disability, life.	In addition to the payments to be made to the injured employee by the employer, as provided in the specific indemnity schedule for certain injuries, the employer in the case of the injuries named in that section shall pay into the industrial indemnity special fund a lump sum without discount, equal to 2 per cent of the weekly compensation provided for in the specific schedule for the full periods stated against said injuries in said section.	do	Industrial accident board consisting of 3 members.

Illinois	The employer is charged only for the subsequent disability, and after such payments have ceased, an amount from a special fund which will equal the amount payable for permanent and total disability.	Maximum, $14 to $19 per week; minimum, $7.50 per week, or actual wages; maximum period; total disability, life.	In death cases in which there are no dependents there is paid into a special fund the sum of $300 for payment of additional compensation in second major injuries that cause a permanent total disability.	do	Industrial accident board consisting of 5 members.
Indiana	If an employee has sustained a permanent injury in another employment than that in which he received a subsequent permanent injury he shall be entitled only to compensation for the subsequent injury. If the subsequent injury is sustained in the same employment compensation is paid for total permanent disability, but the amount paid for the first injury shall be deducted from the total payment of compensation due.	Maximum, $16.50 per week; minimum, $8.80 per week, or actual wages; maximum amount, $5,000.	None	do	Do.
Iowa	No provision	Maximum, $15 per week; minimum, $6 per week, or actual wages; maximum period, 400 weeks.	do	do	Iowa industrial commission, 1 commissioner.
Kansas	If the workman has suffered a previous disability and receives a later injury, the effects of which together with previous disability shall result in total permanent disability, then and in that event compensation due said workman shall be the difference in the amount provided in the schedule for the prior disability and the total sum which would be due said employee for total disability.	Maximum, $18 per week; minimum, $6 per week, or actual wages; maximum period, 8 years.	do	do	Public service commission.
Kentucky	Compensation is paid only for the subsequent disability.	Maximum, $15 per week; minimum, $5 per week, or actual wages; maximum period, 8 years; maximum amount, $6,000.	do	do	Compensation board consisting of 3 members.

Comparison of principal sections of the workmen's compensation laws having a direct relation to State vocational rehabilitation programs—Con.

State	Subsequent disability (second major injury)	Maximum and minimum weekly compensation, maximum amount and maximum period	Special funds		Administration
			Subsequent disability (second injury)	Rehabilitation	
Louisiana	No provision	Maximum, $20 per week; minimum, $3 per week, or actual wages; maximum period, 400 weeks.	None	None	Courts.
Maine	In determining the compensation for the later injury his average weekly wage shall be such sum as will reasonably represent his weekly earning capacity at the time of the later injury in the employment in which he was working at such time subject to the limitations of the previous provisions of this section.	Maximum, $18 per week; minimum, $6 per week, or actual wages; maximum period, 500 weeks; maximum amount, $6,000.	do	do	Industrial accident commission consisting of 4 members.
Maryland	Should a further accident occur to an employee already receiving payment under this act for a disability or who has been previously the recipient of a lump-sum payment under this act, the future compensation shall be adjusted according to the other provisions of this act and with regard to the combined effects of his injuries and disability.	Maximum, $18 per week; minimum, $8 per week, or actual wages; maximum period, total disability, life; maximum amount, $5,000.	do	do	Industrial accident commission consisting of 3 members.
Massachusetts	One-half of the compensation payable for second major injury paid by insurer carrying the risk, and the other half out of a special fund.	Maximum, $18 per week; minimum, $9 per week, or actual wages; maximum period, 500 weeks; maximum amount, $4,500.	In death cases leaving no dependents, $100 deposited in second injury fund.	do	Industrial accident board consisting of 7 commissioners.

Michigan	In determining the compensation for the later injury his average weekly wage shall be such sum as will reasonably represent his weekly earning capacity at the time of the later injury in the employment in which he was working at such time.	Maximum, $18 per week; minimum, $7 per week, or actual wages; maximum period, 500 weeks; maximum amount, $9,000.	None	do	Department of labor and industry. Industrial accident board consisting of commissioner of labor and industry and 3 commissioners.
Minnesota	Employer shall be liable only for permanent partial disability caused by the subsequent injury. The compensation due for permanent total disability shall be paid out of a special fund created for that purpose.	Maximum, $20 per week; minimum, $8 per week, or actual wages; maximum period, total disability, life; maximum amount, $10,000.	Every employer shall pay to the State treasurer for every case of injury occurring in his employ and causing death in which there are no persons entitled to compensation the sum of $200 for payment of second injury cases.	During the period of retraining for a new occupation 66⅔ per cent of daily wage at time of injury, not exceeding 25 weeks, provided the injury is such as to entitle the injured workman to compensation for at least 75 weeks in the schedule of indemnities for permanent impairments.	Industrial commission consisting of 3 commissioners.
Missouri	If the subsequent injury results in a permanent total disability the compensation therefor shall be two-thirds of that for total disability.	Maximum, $20 per week; minimum, $6 per week, or actual wages; maximum period, total disability, life.	None	None	Workmen's compensation commission consisting of 3 members.
Montana	Should a further accident occur to a workman who has previously been the recipient of payment under this act, his further compensation shall be adjusted according to the other provisions of this act and with regard to the combined effect of his injuries and his past receipt of compensation.	Maximum, $15 per week; minimum, $7 per week, or actual wages; maximum period, 500 weeks.	do	do	Industrial accident board consisting of commissioner of labor, State auditor, and 1 member appointed by the governor.
Nebraska	Compensation is paid only for subsequent disability.	Maximum, $15 per week; minimum, $6 per week, or actual wages; maximum total disability, $12 per week; minimum total disability, $4.50 per week; maximum period, total disability, life.	do	do	Secretary of labor is the compensation commissioner.

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Comparison of principal sections of the workmen's compensation laws having a direct relation to State vocational rehabilitation programs—Con.

State	Subsequent disability (second major injury)	Maximum and minimum weekly compensation, maximum amount and maximum period	Special funds		Administration
			Subsequent disability (second injury)	Rehabilitation	
Nevada	The percentage of disability for a subsequent injury shall be determined by computing the percentage of the entire disability and deducting therefrom the percentage of the previous disability as it existed at the time of the subsequent injury.	Monthly payments depending upon the number of total dependents; maximum, $72 per month; minimum, $30 per month; maximum period, total disability, life.	None	None	Industrial accident commission consisting of 3 members.
New Hampshire	No provision	Maximum, $15 per week; maximum period, 300 weeks; minimum, no provision.	do	do	Courts.
New Jersey	66⅔ per cent of daily wages, but the duration of compensation shall bear such relation to the specific periods of time stated in schedule as the disabilities bear to those produced by the injuries named in the schedule: *Provided, however,* That in cases in which the disabiity is determined as a percentage of permanent and total disability the duration of compensation shall be of corresponding portion of 500 weeks.	Maximum, $17 per week; minimum, $8 per week, or actual wages; maximum period, 500 weeks.	Compensation for second injury that constitutes total disability paid from a special fund.		Workmen's compensation bureau, commissioner of labor, and 3 deputy commissioners.
New Mexico	Compensation is paid only for subsequent disability.	Maximum, $12 per week; minimum, $6 per week, or actual wages; maximum period, 500 weeks.	None	None	Courts.

New York	The employer is charged only for the subsequent injury. The injured workman receives compensation in excess of the amount to which the subsequent injury would entitle him from a special fund provided for that purpose.	Maximum, $25 per week; minimum, $8 per week, or actual wages; maximum period, total disability, life.	$500 in death cases in which there are no dependents.	$500 in death cases in which there are no dependents. An injured employee who is being rendered fit to engage in a renumerative occupation shall receive an additional compensation necessary for his rehabilitation, not more than $10 per week of which shall be expended for maintenance.	Industrial commissioner. Industrial board consisting of 5 members.
North Dakota	Employer charged only for subsequent injury. The compensation which is in excess of the amount to which the injured employee would have been entitled solely by the subsequent injury shall be paid out of the surplus fund.	Maximum, $20 per week; minimum, $6 per week, or actual wages; maximum period, total disability, life; maximum amount, $15,000.	Payments of compensation for subsequent injury are made from a surplus fund.	It is hereby declared to be the intent of this act to restore to industry those injured in the course of employment. The bureau shall accordingly assist industrial cripples to obtain appropriate training, education, and employment and may cooperate with the Federal Board for Vocational Education for this purpose.	Workmen's compensation bureau and 5 compensation commissioners.
Ohio	Employer charged only for subsequent disability. Additional compensation, if any, to be paid by the industrial commission out of the surplus fund.	Maximum, $18.75 per week; minimum, $5 per week, or actual wages; maximum period, total disability, life.	Additional compensation for second major injuries constituting total disability paid from catastrophe fund.	None	Industrial commission consisting of 3 members.
Oklahoma	In determining the compensation for the later injury his average weekly wage shall be such sum as will reasonably represent his weekly earning capacity at the time of the later injury in the employment in which he was working at such times.	Maximum, $18 per week; minimum, $8 per week, or actual wages; maximum period, 500 weeks.	None	do	Industrial accident commission consisting of 3 members.

Comparison of principal sections of the workmen's compensation laws having a direct relation to State vocational rehabilitation programs—Con.

State	Subsequent disability (second major injury)	Maximum and minimum weekly compensation, maximum amount and maximum period	Special funds		Administration
			Subsequent disability (second injury)	Rehabilitation	
Oregon	Subsequent permanent partial disability cases receive compensation on the basis of the combined injuries, but the charge against the rating of the employer is made for the latter injury only. Injured employee receives compensation on the basis of the combined injuries.	Maximum, $97 per month; minimum, $30 per month, or actual wages; maximum period, total disability, life.	Compensation payments for second injury cases that constitute total disability are paid from a special fund.	Rehabilitation fund: The law provides that there shall be transferred to the rehabilitation fund monthly 2½ per cent of the total monthly receipts of the industrial accident commission from all sources. The commission is authorized to make such rules and regulations for the vocational rehabilitation of injured persons coming under the protection of the workmen's compensation law. Expenditures are made for all rehabilitation purposes.	Industrial accident commission consisting of 3 members.
Pennsylvania	No provision	Maximum, $15 per week; minimum, $6 per week, or actual wages; maximum period, 500 weeks; maximum amount, $6,500.	None	None	Bureau of workmen's compensation of the department of labor and industry.
Rhode Island	In determining the compensation for the later injury his average weekly wage shall be such sum as will reasonably represent his weekly earning capacity at the time of the later injury in the employment in which he was working at such time.	Maximum, $16 and $10 per week; minimum, $7 and $4 per week; maximum period, 500 weeks; maximum amount, $5,000.	do	do	Labor commissioner.
South Dakota	No provision	Maximum, $15 per week; minimum, $7.50 per week, or actual wages; maximum period, 6 years; maximum amount, $3,000.	do	do	Industrial commissioner.

Tennessee	Compensation is paid only for subsequent disability.	Maximum, $16 per week; minimum, $5 per week, or actual wages; maximum period, 550 weeks; maximum amount $5,000.	do	do	State insurance commissioner.
Texas	Compensation is paid only for subsequent injury.	Maximum, $20 per week; minimum, $7 per week, or actual wages; maximum period, 401 weeks.	do	do	Industrial accident board consisting of 3 members.
Utah	Employer charged only for the subsequent disability. Employee receives compensation on the basis of the combined injuries paid out of a special fund.	Maximum, $16 per week; minimum, $7 per week, or actual wages; maximum period, total disability, after 500 weeks, 45 per cent of average weekly wages during life.	In death cases in which there are no dependents the employer or insurance carrier shall pay into the State treasury a sum equal to 20 per cent of the usual death benefits. The special fund is for the purpose of extending the period of compensation for subsequent major injuries and for the purpose of extending compensation payments for total dependents.	do	Industrial commission consisting of 3 members.
Vermont	No provision	Maximum, $15 per week; minimum, $6 per week, or actual wages; maximum period, 260 weeks; maximum amount, $4,000.	None	do	Commissioner of industries.
Virginia	When the previous and subsequent injuries received in the same employment result in total disability, compensation shall be payable for permanent total disability, but payments made for the previous injury shall be deducted from the total payment of compensation due. If subsequent injury is sustained in another employment, compensation is paid only for the subsequent injury.	Maximum, $12 per week; minimum, $6 per week, or actual wages; maximum period, 500 weeks; maximum amount, $4,500.	do	do	Industrial commission consisting of 3 members.

Comparison of principal sections of the workmen's compensation laws having a direct relation to State vocational rehabilitation programs—Con.

State	Subsequent disability (second major injury)	Maximum and minimum weekly compensation, maximum amount and maximum period	Special funds		Administration
			Subsequent disability (second injury)	Rehabilitation	
Washington	Should a further accident occur resulting in permanent total disability of said injured workman, he shall receive the compensation to which he would be entitled, notwithstanding the payment of a lump sum for his prior injury.	Monthly pension not based on wages. Total disability, life; no stated maximum; minimum, $35 per month.	None	None	Division of industrial insurance.
West Virginia	If the subsequent injury causes permanent disability the percentage of disability to total disability shall be determined by the commissioner and the award made in accordance with the percentage of permanent total disability.	Maximum, $16 per week; minimum, $8 per week, or actual wages; maximum period for disability, from 85 to 100 per cent during life.	do	do	State compensation commissioner.
Wisconsin	Employer charged only for subsequent disability. Employee receives compensation for the combined injuries paid out of a special fund.	Maximum, $18.20 per week; minimum, $6.83 per week, or actual wages; maximum period, 1,000 weeks for total disability.	For the loss of or for the permanent loss of use of a hand, arm, foot, leg, or eye, the employer shall be required to pay the sum of $150 into the State treasury, to be appropriated by the industrial commission for the discharge of all liability for special additional indemnity for second injuries.	Maintenance for living expenses not in excess of $10 per week nor for a period in excess of 20 weeks may be paid in addition to compensation, provided the disabled person begins a course of instruction within 60 days from date of recovery or as soon as the State board for vocational education shall provide opportunity for his rehabilitation, and further provided that he continue in training with reasonable regularity as health and situation permit.	Industrial accident commission consisting of 3 members.
Wyoming	Compensation is determined by subtracting the disability caused by the prior injury from the whole disability caused by the subsequent injury.	Maximum, $90 per month; minimum, $50 per month; maximum total, $8,000.	None	None	District courts.

United States civil employees.	No provision	Maximum, $116.66; minimum, $58.33, or actual wages. Monthly pay considered not to be more than $175 nor less than $87.50. Subsistence and the value of quarters furnished an employee shall be included as part of pay, but overtime pay shall not be taken into account.	do	do	United States Employees' Compensation Commission.
United States longshoremen and harbor workers.	Employer charged only for subsequent disability causing permanent total disability. The employee shall be paid the remainder of compensation that would be due for permanent total disability out of a special fund provided for that purpose.	Maximum, $25 per week; minimum, $8 per week, or actual wages; maximum amount, $7,500.	$500 in nondependent death cases for the purpose of providing compensation for second major injuries causing permanent total disability.	$500 in nondependent death cases for the purpose of providing maintenance for employee undergoing vocational rehabilitation, such additional compensation shall not exceed $10 a week.	United States Employees' Compensation Commission.

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Agricultural Education, 1923 (published separate from General Survey). General Description of Outstanding Developments and Summary of Progress by States. On sale by Superintendent of Documents, Government Printing Office. Price, 15c.

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